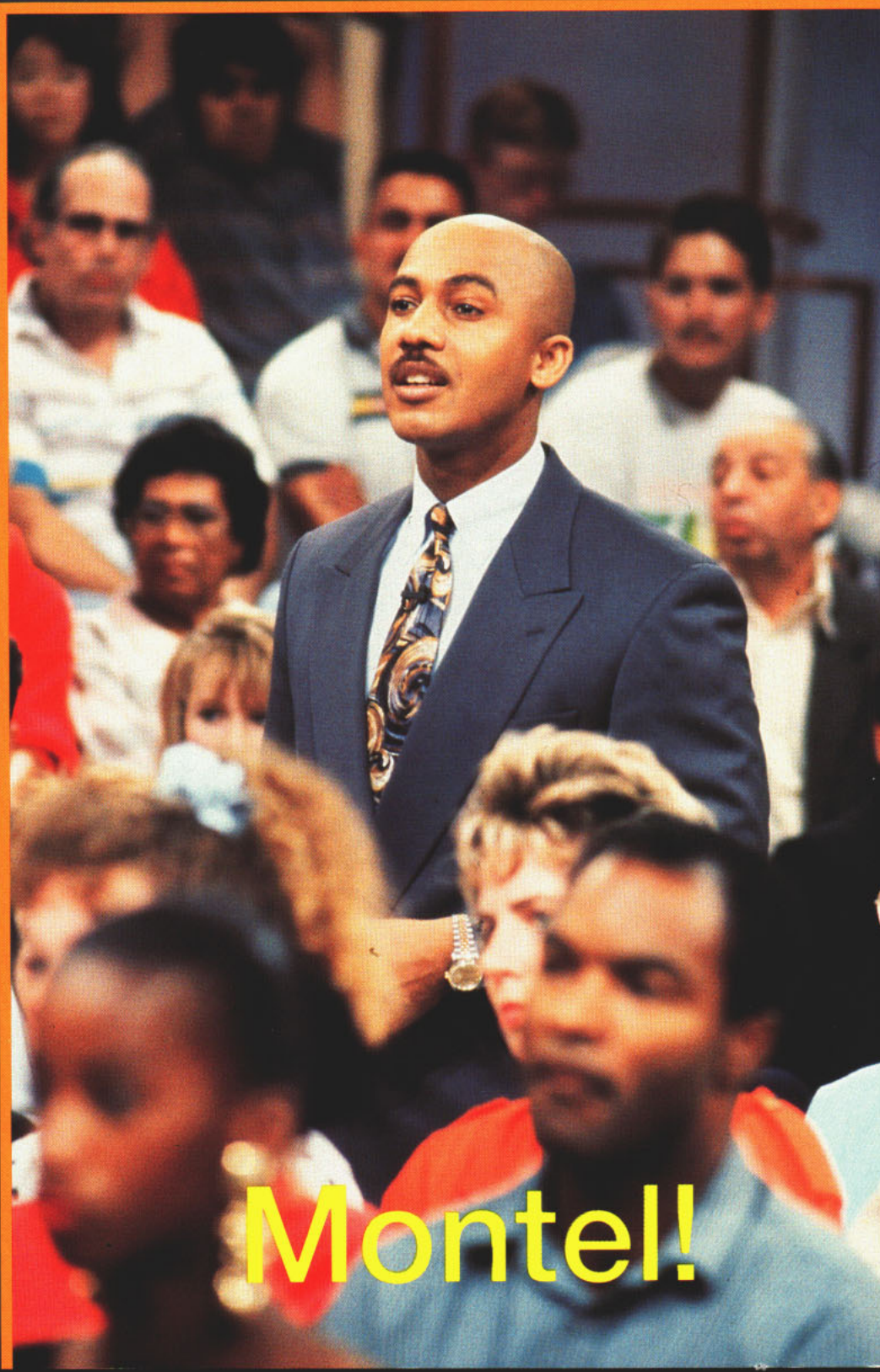


ALL HANDS

- Ciao Italia
- Chief Comedian's Mate selected
- "Major Dad" deploys to Somalia
- Pump up the jam — Navy energizes clubs
- Look sharp — dressing for success

JUNE 1993



Montel!

Environmental Excellence

Secretary of the Navy 1993 Environment Quality and Natural Resources Conservation Awards

Team Award

Navy - Naval Aviation Depot, Jacksonville, Fla.

Marine Corps - Marine Corps Recruit Depot, Parris Island, S.C.

Runner-up - Naval Undersea Warfare Center Division, Keyport, Wash.

Individual Award

Navy - John Van Name, Naval Aviation Depot, Norfolk.

Marine Corps - Dean Bradley, Marine Corps Recruit Depot, Parris Island, S.C.

Runner-up (Navy) - Michael G. Linn, Naval Aviation Depot, Jacksonville, Fla.

Runner-up (Marine Corps) - Daniel A. Sherman, Marine Corps Air Ground
Combat Center, Twentynine Palms, Calif.

Industrial Installation Award

Navy - Naval Aviation Depot, Norfolk.

Marine Corps - Marine Corps Logistics Base, Albany, Ga.

Runner-up (Navy) - Indian Head Division, Naval Surface Warfare Center,
Indian Head, Md.

Runner-up (Marine Corps) - Marine Corps Logistics Base, Barstow, Calif.

Small Ship Award

Navy - USS *O'Bannon* (DD 987)

Runner-up - USS *Juneau* (LPD 10)

Individual Award

Navy - AZCM(AW) Paul Brewer, Naval Air Station, Whidbey Island, Wash.

Marine Corps - Jack Stormo, Marine Corps Logistics Base, Barstow, Calif.

Runner-up - Kevin Sommers, Naval Aviation Depot, Norfolk.

Natural Resources Conservation Award

Installation Award

Navy - Naval Air Station, Whidbey Island, Wash.

Marine Corps - Marine Corps Air Station, Kaneohe Bay, Hawaii.

Runner-up - Naval Air Warfare Center, Aircraft Division, Lakehurst, N.J.

Individual Award

Navy - Walter R. Briggs, Naval Facilities Engineering Command, Silverdale,
Wash.

Runner-up - Stephen R. Rothboeck, Naval Air Station, Whidbey Island, Wash.

Inside



ALL HANDS

JUNE 1993 • NUMBER 915

4 Getting to know the MCPON
More than 250,000 served

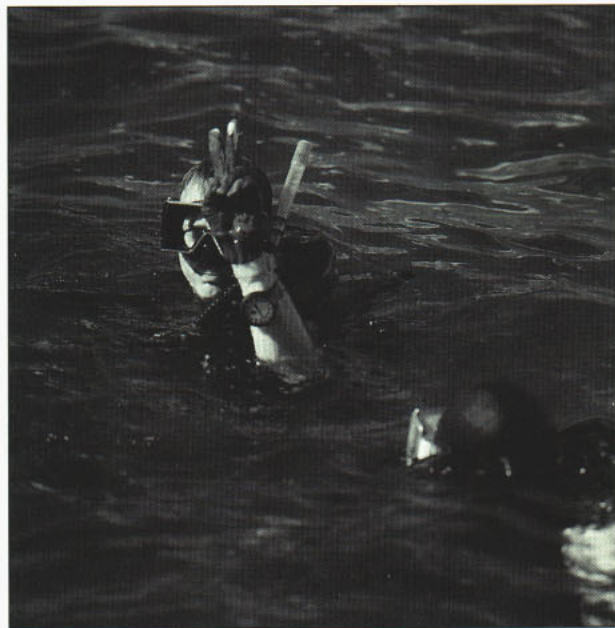
7 Montel Williams
From the sea . . . to the stage

10 Whidbey's "Green Team"
Whidbey Island and the environment

12 Gerald McRaney
Troop support in a "major" way

18 Heeeeere's Jay!
1st class comedian makes CPO

22 You'll always have Italy
An unforgettable tour



See Page 19



See Page 22

29 Makeup!
Guts, gore get visual

35 Energize!
Navy clubs pick up the beat

38 On the road again
Rx for a smooth move

40 Hot job picks
Is one right for you?

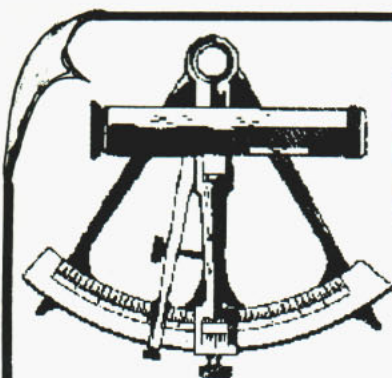
42 Dress for success
Landing that job

44 Pass the popcorn
A theater near you

On the Covers

Front: Montel Williams, a former naval officer, now hosts one of the top-rated talk shows in America. Photo courtesy of ViaCom.

Back: Duty in Italy gives sailors a chance to experience everything from quiet urban streets to crowded marketplaces. Photo by PH2 Jerry Ireland.



From the charthouse

Aspin approves early retirements

Secretary of Defense Les Aspin has approved early retirement for selected E-8 and E-9 active-duty members with more than 15, but less than 20 years of service. The first retirements would be in FY94, which begins Oct. 1, 1993.

Members approved for early retirement will receive the same benefits as individuals with 20 or more years of service,

however, retirement pay will be reduced to reflect the member's service of less than 20 years.

Officials at the Bureau of Naval Personnel said the Navy plans to offer the early retirement program selectively to personnel in over-populated skill areas, pay grades and year groups.

The early retirement program is not an entitlement, but temporary authority from Congress that expires in October 1995. DoD is giving the Secretary of the Navy and other service secretaries the flexibility to prescribe regulations and policies

regarding eligibility for the program.

For more information, contact your command career counselor.

Incorrect PEBDs will affect some sailors' pay

Some sailors could have their Pay Entry Base Date (PEBD) adjusted in the coming months, to correct administrative errors made when they entered the Navy.

A 1985 law changed the way some inactive duty time is counted for pay purposes. Apparently some, but not all, military enlistment processing center or recruit training command personnel did not account for this change when assigning PEBDs. As a result, some sailors have received credit for too much time in the service in base pay computations for longevity increases or "Fogeys."

The bad news is, after a one-time correction to erroneous PEBDs, some sailors will see temporary reductions in their pay based on their recomputed number of years of service.

The good news is, the acting Secretary of the Navy has decided that the Navy will not require affected service members



to repay any past overpayments related to incorrect PEBDs. Also, corrections to PEBDs will not affect retirement eligibility dates or eligibility for advancement.

European PSDs to offer better service

Personnel Support Activity Europe will mark the beginning of a new era of service when upgrades to the Source Data System (SDS) take effect in August. The new state-of-the-art computers will be installed at Personnel Support Detachments (PSD) Rota, Naples and Sigonella.

SDS is an automated, computer-linked information system which supports the pay and personnel administration support system. It allows field-level PSDs the capability to transmit and receive pay and personnel data directly to and from Cleveland and Washington.

The most important benefit of the local SDS systems will be speedier results — finance problems caused by overpay-

Estimated Early Retirement Monthly Pay

years of service	15	16	17	18	19	20
E-9	909.15	1003.20	1076.70	1177.96	1255.32	1361.00
E-8	790.40	874.56	937.99	1027.04	1094.94	1193.00
E-7	700.15	776.64	833.23	916.30	977.13	1053.00
E-6	627.00	696.96	748.84	813.40	867.24	922.00
E-5	557.65	600.96	645.05	689.92	735.57	782.00
E-4	448.40	483.84	519.92	555.66	593.01	630.00
W-4	1045.00	1166.40	1251.30	1374.94	1466.19	1609.00
W-3	913.90	1014.72	1089.31	1201.48	1281.06	1416.00
W-2	820.80	915.84	982.61	1085.84	1158.30	1270.00
W-1	755.25	844.80	906.95	1003.52	1070.19	1179.00
O-3E	1212.20	1306.56	1402.62	1500.38	1599.84	1701.00
O-2E	1026.00	1105.92	1187.28	1270.08	1354.32	1440.00
O-1E	868.30	936.00	1003.95	1074.08	1145.43	1218.00
O-5	1363.25	1579.20	1695.56	1916.88	2044.35	2240.00
O-4	1287.25	1448.64	1554.91	1709.12	1822.59	1938.00
O-3	1194.15	1287.36	1382.25	1478.82	1576.08	1676.00



ment and long delays in receiving allowances will, in most instances, be corrected within a matter of hours rather than pay periods. Quick turnarounds in leave processing, changes in dependency status and many other personnel matters will also occur with the upgraded SDS system.



Although SDS will initially be installed at a few European locations, plans to install the system at the remaining PSDs are already underway. Phased installations have been proposed and all installations are expected to be completed by 1995.

Job hunting video available to Navy commands

Tips on finding a civilian job are now available in a new set of instructional videotapes. This service is offered to sailors as part of the service's Transition Assistance

Management Program (TAMP).

The commercially-produced video series entitled "Job Search, the Inside Track," explains the key elements for a successful job search including job hunting skills, interview techniques and other advice from experts. Accompanying workbooks give more details and help users apply the concepts to their own situations.

The videotapes have been distributed to all Navy commands, TAMP offices and family service centers. More information is available in NavAdmin 019/93 or from Richard Burgess at DSN 227-6621 or (703) 697-3217.

Computer viruses still a threat

Last year the vigilance of Navy communications and computer users prevented the 'Michelangelo Virus' from damaging information systems, but now there are other common and equally dangerous viruses which warrant the concern of Navy personnel.

As these viruses activate throughout the year, it is essential that all personnel make continued efforts to practice good virus security.

The Naval Computer



Incident Response Team (NavCIRT) recently distributed Toolbox Version 1.6 throughout the Navy. Toolbox and commercial anti-viral tools will identify all of the common virus threats, but these tools must be used to be effective. Commanding officers should ensure this anti-viral capability is installed and used on command information systems.

To request a copy of Toolbox or anti-viral assistance, contact NavCIRT at DSN 292-0736, or (202) 282-0736 or the 24-hour voice mail hotline at 800-759-8255. NavCIRT also maintains a computer bulletin board that contains anti-viral and computer security software. It can be accessed at (202) 282-2474, Protocol 14.4 N81.

CHAMPUS clarifies "other health insurance"

The Civilian Health

and Medical Program of the Uniformed Services considers "other health insurance" to include coverage in auto insurance policies for uninsured or underinsured motorist medical payments, or personal injury protection. However, you can't file a claim for medical care costs with an auto policy unless an auto accident has occurred and a person covered under the policy has suffered accident-related injuries.

In such a situation, you must file with the auto insurance company first. CHAMPUS will then share the cost of covered care that remains unpaid after the auto insurance company has paid everything it's going to pay.

DD Form 2527 (Statement of Personal Injury — Possible Third Party Liability) must still be sent, even if you are including an explanation of benefits form from the auto insurance company.



Getting to know the

More importantly, the MCPON

Story by Catherine Bird, photos by JOC(SW) Gregg L. Snaza



The Master Chief Petty Officer of the Navy's (MCPON) office is like many Navy offices: the phone never stops ringing and the door should revolve while piles of correspondence, point papers, administrative forms and sundry items are routed from desk to desk. The pace never seems to slow down — even when the MCPON isn't there, which is often the case these days.

"I've done a lot of traveling since I became MCPON," said Master Chief Electronics Technician (SW) John Hagan. "I have to get out to where the fleet sailors are to calibrate my perspective with that of the sailors from all the different communities."



MCPON

wants to get to know you



Hagan has incorporated "town meetings" into his visits, allowing him to directly address sailors concerns. "Of course, downsizing is on everyone's mind," he said. "Many sailors think the Navy made the decision to downsize. I tell them emphatically, it isn't so! Congress has directed us to get smaller as a force. There's no choice."

According to the MCPON, there is some good news about downsizing. "We've been allowed to execute downsizing pretty much at our own pace," Hagan said. "World changes and changing fiscal realities have precipitated changes in our defense

One of MCPON ETCM(SW) John Hagan's goals is to keep the lines of communication open between himself and the fleet sailor.

posture. Downsizing — which is part of that change — has been going on at a gradual pace since 1988."

Slower advancement is also a concern. "The Navy is still promoting in every rate across the board in every advancement cycle, so the most qualified get promoted," he said. Hagan added that advancements are expected to be significantly lower for about three more cycles and then will begin to get better.

"Advancement in the downsizing environment is going to require more of the fleet sailor, there's no question about it. During downsizing, a sailor who wants to get advanced has to work harder and study more — and that's good news, too. The sailors get better and so does the Navy."

So, how does a sailor get advanced in the Navy right now? According to the MCPON, the number one answer is hit the books! "Too many sailors have gotten out of the habit of studying. They think because of A-school training and on-the-job training, they don't have to study to be promoted. Wrong answer."

Performance is also important. "A sailor needs to make him or herself valuable to the work center and that will be reflected in evals.

"The Navy can still offer a full career to sailors who know exactly what they want, plan their sea/shore rotations and who are willing to work hard and study."

Study and performance are the two single most important factors in advancement and far outweigh all the other factors put together.

"The best news of all," Hagan said, "is that the Navy can still offer a full career to sailors who know exactly what they want, plan their sea/shore rotations and who are willing to work hard and study."

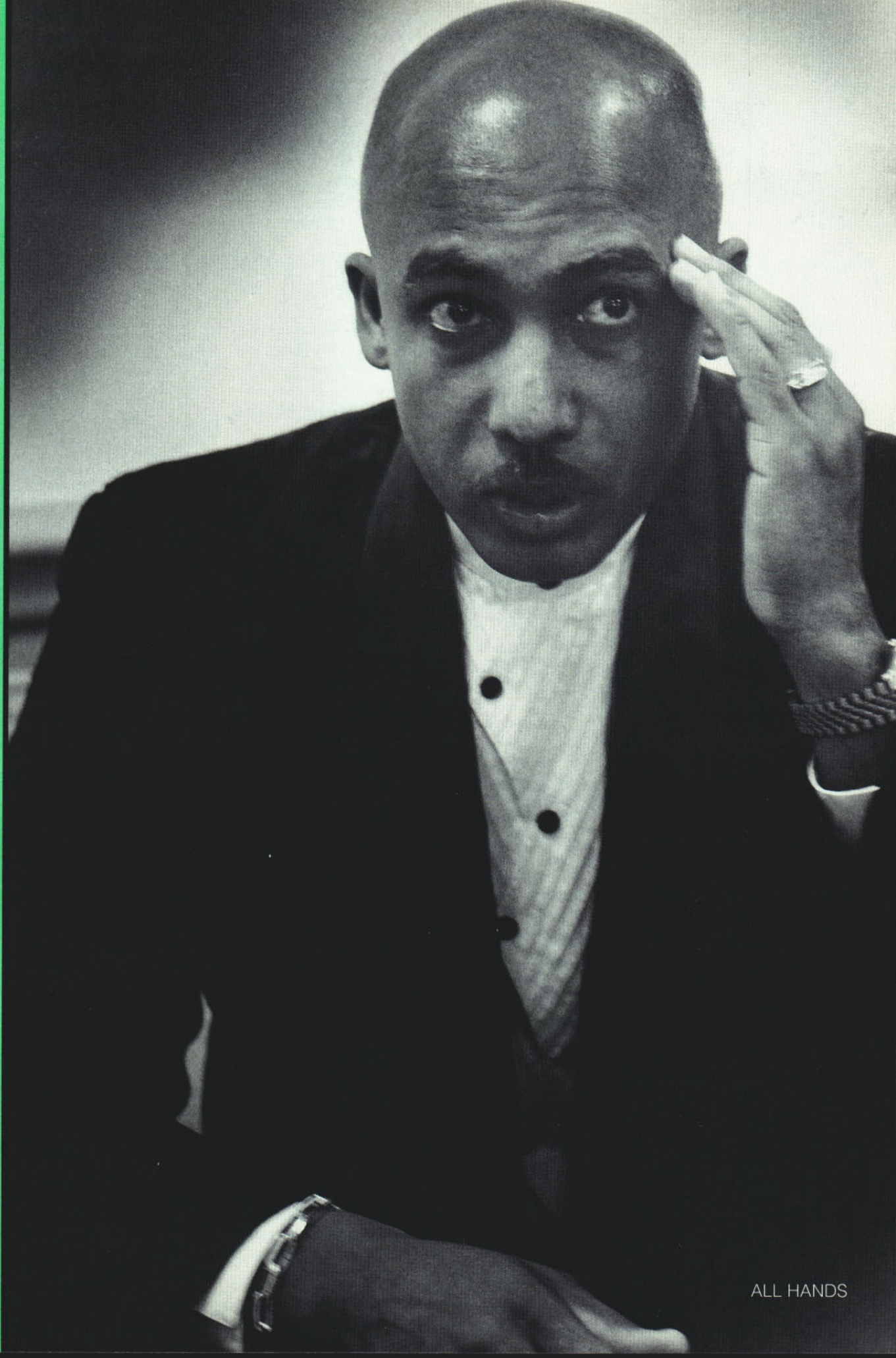
The MCPON wants to keep the lines of communication open. If you have questions about downsizing — or any other Navy issue — send a post card or letter to:

"Ask the MCPON" Master Chief Petty Officer of the Navy ATTN: PAO, Code OP-01D Washington, D.C. 20370-2000 □

Bird is assistant editor of Navy Editor's Service, Snaza is temporarily assigned to Commander, Submarine Force U.S. Atlantic Fleet, Norfolk.



Montel Williams



ALL HANDS

From the sea . . . to the stage

Story by Rudi Williams



Photo courtesy of ViaCom

Television talk show host Montel Williams has always had a drive to succeed — as a teenager in Baltimore, he was a parliamentarian and was elected president of his high school class.

So it probably came as no surprise to his family when, six months after enlisting in the Marine Corps in 1974, his commanding officer recommended him for the Naval Academy Preparatory School.

When he graduated from the Naval Academy in 1980, "A black Marine staff sergeant at the Academy dug through the books and told me, 'You know, you're the first black [Marine] to ever go through prep school and graduate from the Academy.'"

Eight years later LCDR Montel Williams abandoned a promising military career to lead a crusade aimed at saving at-risk kids across the nation.

Today, Williams believes the military discipline he developed as a Navy intelligence officer and the

"workaholic" ethics of military people drove him "to put the best quality show on the air."

And it's working beyond his wildest dreams. After a slow start less than two years ago, "The Montel Williams Show" is now available in more than 80 percent of U.S. television markets.

The show has had a significant impact on America because it reaches across racial and socioeconomic

"A black Marine staff sergeant at the Academy dug through the books and told me, 'You know, you're the first black [Marine] to ever go through prep school and graduate from the Academy.'"

barriers, Williams said. It's the No. 3 talk show in syndication and the No. 1 show between 3 and 6 p.m.

"I got out [of the Navy in 1989] because I'd started a program speaking to kids across the country about staying in school and staying off drugs," said Williams, who stayed in the Naval Reserve until switching to the Inactive Ready Reserve in January 1993.

He traveled the 50 states for three years delivering his motivational message to more than 3 million kids.

His motivational-style speaking was so successful, a former Naval Academy classmate asked him to speak at a minority officers recruiting conference at Kansas State University. At the time, Williams was assigned to Atlantic Fleet, Norfolk.

"I said, 'Let me come out and talk about leadership, and leave the recruiting to you guys,'" he said. "From that first request, through the end of a week of speaking engagements, I received more than 15



U.S. Navy photo

requests to speak at other places. The requests mushroomed from that to 50, then 60 — it just kept snowballing to the point where I was on NBC 'Nightly News' and the 'Today Show.'"

Williams created the community affairs television program, "The Fourth R: Kids Rap About Racism," which aired in Denver. The program won a local Emmy Award, which led him to record a voice-over introduction to the film "Glory" which was

Williams entered Naval Academy Preparatory School with 40 Marines. Twelve of the original 40 received appointments to the Academy. Of those 12, four graduated — Williams was the only black.

distributed to high schools nationwide as part of an education program.

Williams said his conservative approach to the show stems from his military experiences. "I spent 18 years dealing with issues from a conservative point of view," he said. "Whether most junior troops in the military think so or not, [military personnel] are the most conservative people in this country. So when I deal with an issue on my show, I deal with it from that same moral, conservative frame of mind." □

Williams is a journalist with American Forces Information Service.

Talk show aboard *Essex*

Story by J02 Rich Henson

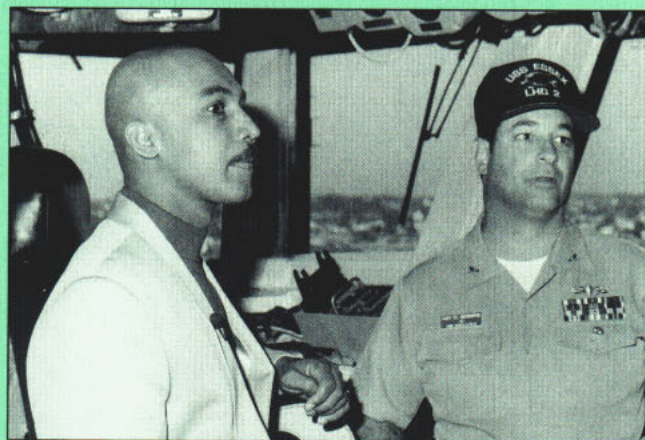
Having a successful television show hasn't dampened Montel Williams' desire to reach out to the Navy — Williams held a combination talk show and pep rally for more than 500 military family members last December aboard USS *Essex* (LHD 2).

The taped program dealt with family separation during Navy/Marine Corps deployments with Operation *Restore Hope*.

Talking to family members during a time of crisis was nothing new for the former active-duty LCDR. When

he was in the Navy, Williams learned that when you deal with young sailors, you must also deal with their families and problems. "So I started speaking to dependents of people who worked for me. That's really where all this came from."

Many family members expressed the problems that occur when loved ones are deployed. Williams said he wished to focus on the things endured by loved ones left behind.



U.S. Navy photo

Williams is given a tour of the pilot house by *Essex* executive officer CAPT Thomas Breiting.

As a bonus, video postcards from show attendees were produced and sent to spouses involved in *Restore Hope*. □

*Henson is assigned to the public affairs office, USS *Essex* (LHD 2).*



DoD photo



President to nominate John Dalton as

Navy Secretary

President Clinton recently announced his intent to nominate John Dalton, a U.S. Naval Academy graduate and former Chairman of the Federal Home Loan Bank Board, to be Secretary of the Navy.

"Throughout his distinguished Navy career, and his equally distinguished civilian career in public service and private industry, John Dalton has displayed true leadership ability," the President said. "I am proud that he has agreed to serve with me, and confident that he will work with Secretary [of Defense] Aspin and the Navy to adjust to the

new security realities that we face."

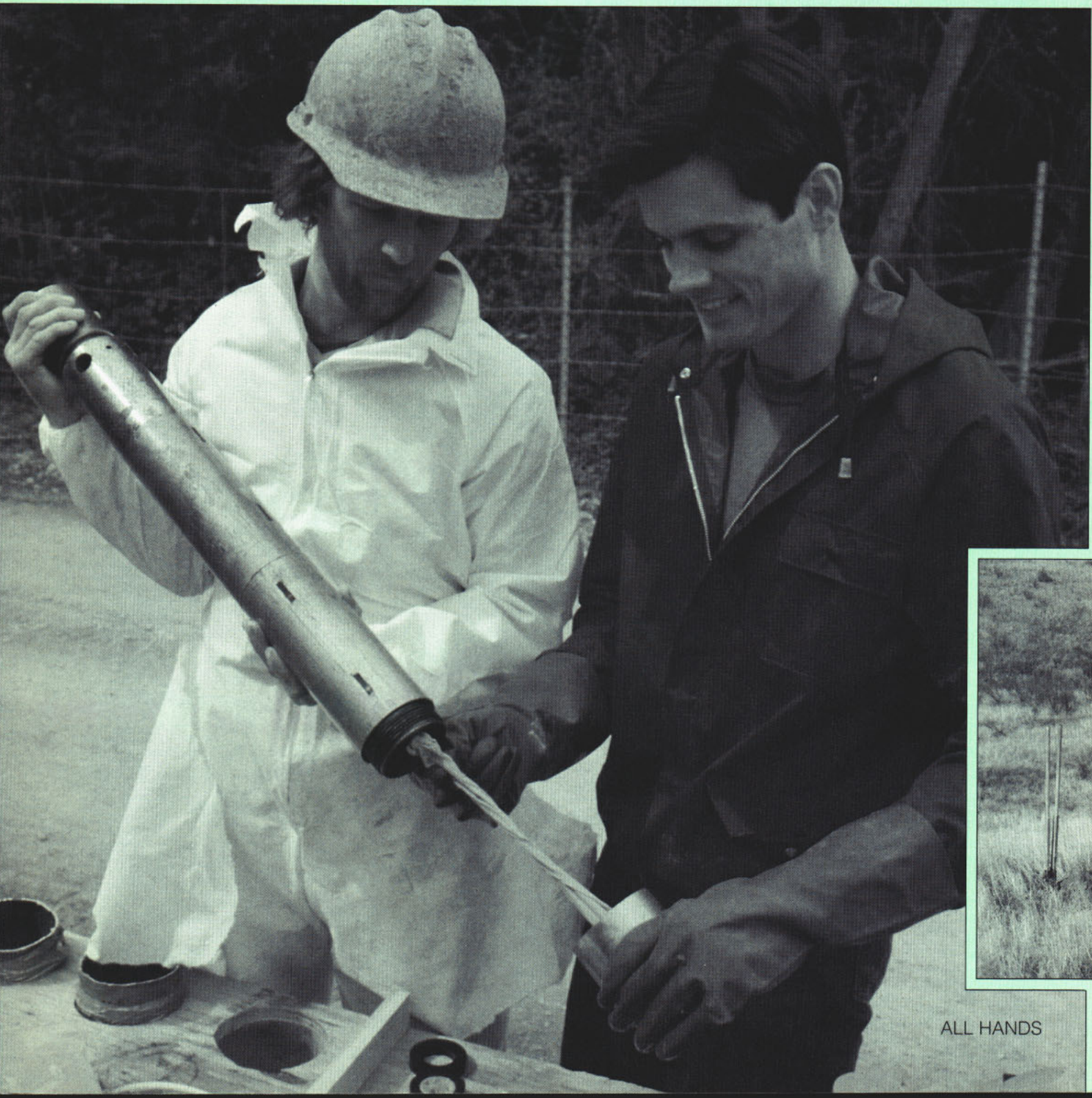
Dalton graduated with honors from the U.S. Naval Academy in 1964, having served as Deputy Brigade Commander, the No. 2 ranking position for midshipmen. During his naval service he graduated from two nuclear power schools, was assigned to two submarines and held managerial posts in engineering, operations and supply. He received several commendations and awards for superior performance.

Since leaving the service, Dalton has been an active member of the business community, initially with the investment banking firm of Goldman, Sachs and Company, Dal-

las, and later with Best Associates and Mason Best Company, merchant banking firms headquartered in Texas. He served as CEO of Freedom Capital Corporation from 1984 to 1988, and as president of the real estate division of the Gill Companies, San Antonio. At the time President Clinton selected him, Dalton represented Stephens Inc., Little Rock, Ark.

In addition to serving as chairman of the Federal Home Loan Bank Board, Dalton has been president of the Government National Mortgage Association, part of the U.S. Department of Housing and Urban Development. □

Whidbey's "Green Team"



ALL HANDS

NAS Whidbey lauded for environmental excellence

Story by JO2 Paul Taylor, photos by Matt Klope

In the past, it was not known how harmful man-made pollutants were to the environment. But, Naval Air Station (NAS) Whidbey Island has always gone to great lengths to comply with environmental regulatory laws while minimizing the need for and the use of hazardous materials. By so doing, they have guarded the delicate eco-system of Whidbey Island. This includes protecting and enhancing animal and plant species, some of which are extremely rare.

According to the base's Director of Environmental Affairs, Kathryn Souders, much of the credit for the success of the Whidbey's environmental programs rests squarely on

the shoulders of the people who work there. "People sometimes do a number of tours here, so there is a real sense of ownership of the area."

That sense of ownership and pride, Souders said, makes people eager to help out. "It's not hard to convince people around here to pitch in — they're very much aware of the environmental issues of the Pacific Northwest. If we need help with a project, we put out a call for volunteers, and they come and help us."

According to Matt Klope, a wild-

life biologist in the environmental affairs office, another reason for the success of Whidbey's programs is "that on most installations, natural resource and environmental protection programs are kept separate. We have integrated both programs, and I think that's why we're doing so well." □

Taylor is a staff writer for All Hands. Klope is a wildlife biologist at NAS Whidbey Island.

Left: Constant testing of earth and water basins are part of what makes Whidbey Island's environmental programs so successful.

Below: NAS Whidbey Island is home to Washington's largest breeding population of the northern harrier. Although the tall, unmowed grass of the air field is perfect for this ground-nester, there has only been one harrier bird-strike in the last four years.



Whidbey's Environmental Programs

- **Saltmarsh restoration project.** By modifying a man-made tidegate, Whidbey was able to allow the tidal flushing of a 150 acre wetland system that was originally a saltmarsh.

- **Golden-indian paintbrush protection.** Whidbey is home to one of the largest populations of this delicate flower, which is on the Washington state endangered species list. The station has built fences around existing populations and adjacent areas, to protect the flower from predators.

- **Wetland restoration/enhancement program.** The station spent \$13,000 enhancing current wetlands and creating a fishing pond/wetland. The station has also undertaken wetland enhancement projects using volunteers with no cost to the Navy.

- **Avian nestbox project.** Whidbey purchased 200 nestboxes and 11 nesting platforms to improve the habitat for birds.

- **Hazardous waste minimization.** Since 1987, Whidbey has reduced its generation of hazardous waste by 70 percent — saving the Navy more than \$1.5 million.

- **Solid waste recycling.** In the two years that Whidbey has been recycling computer paper, newsprint, glass, tin, aluminum, steel and plastic, the Navy has saved thousands of dollars.

- **Installation restoration (IR).** Whidbey Island is undertaking a number of projects to improve groundwater quality.

- **Underground storage tanks (USTs).** Whidbey has removed 28 unnecessary storage tanks with plans to eliminate more.

- **Air pollution program.** The station has stopped all burning of construction debris and has installed vapor recovery units to reduce the amount of Halon, freon and gasoline vapors released into the air.

- **Water quality program.** Whidbey Island is protecting water quality with new spill response procedures, a survey to identify areas where water quality can be improved and an awareness program which informs personnel of the hazards their waste may pose to water quality.

Gerald McRaney



Major visit

Story by PH1(AW) Joseph Dorey,
photos by Jim Kenah, Colours Inc.

Volunteering for arduous duty is not unusual for a U.S. Marine — even if that Marine is stationed at a television studio.

For Gerald McRaney, who plays a Marine officer in the TV sitcom *Major Dad*, a goodwill tour to Somalia was no act. "I think it's

ALL HANDS



Over the years many celebrities, like Gerald McRaney, have served those serving their country through the USO.

shelled, torn apart or stripped.

"But the thing that I was really impressed with is how much good we had done in a short time. At one place I visited, when the Marines arrived there, [the Somalis] had been burying up to 300 people a day. And by the time I got there, they had that

"I was so proud of what the people were doing there and so gratified just to be hanging around with people like that."

figure down to 20."

Choosing to stay in the field with the troops rather than seek hotel accommodations in nearby Kenya, McRaney said he would have stayed longer than his three-day visit if he hadn't had to go back to work because, "I was so proud of what the people were doing there and so gratified just to be hanging around with people like that."

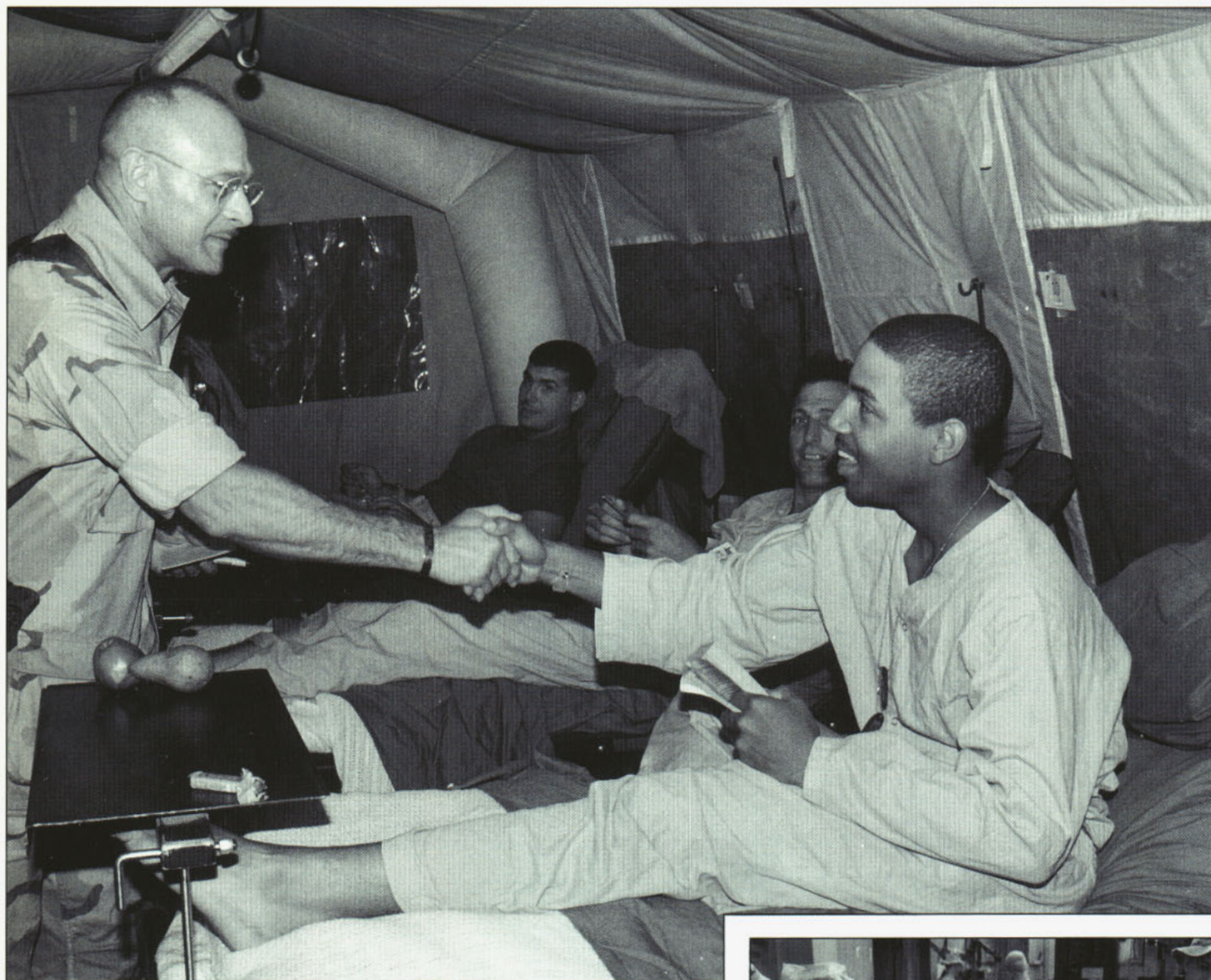
McRaney said he especially enjoyed his visit with a Marine company gunnery sergeant while spending the night in an abandoned soccer stadium. "We just sat up until about 2 o'clock in the morning, smoking cigarettes, drinking coffee

important to let people know, when they are sent to a distant place in a hostile environment, that people back home still care about them," McRaney said.

As part of a United Service Organizations Inc. (USO) tour in February, he delivered greetings and valentines from home to troops in Somalia during Operation *Restore Hope*.

While visiting the famine-stricken country, McRaney said he came to appreciate what the armed forces were up against.

"You think of Third World places, and this is just beyond imagining Third World," McRaney said. "I was totally amazed at Mogadishu and the level of destruction there. I didn't see one building that hadn't been



Above: McRaney greets troops at the 86th EMAC hospital in Mogadishu.

and getting the problems of the world straightened [out]."

As an actor, McRaney was not expected to deliver any lines from Shakespeare during his visit. "Basically it was just a handshake tour, you know, sit down and have lunch with the guys, eat an MRE with them in the field," he said. "I'm not exactly gonna get up on a stage and start singing and dancing — I mean conditions were bad enough without me doing that."

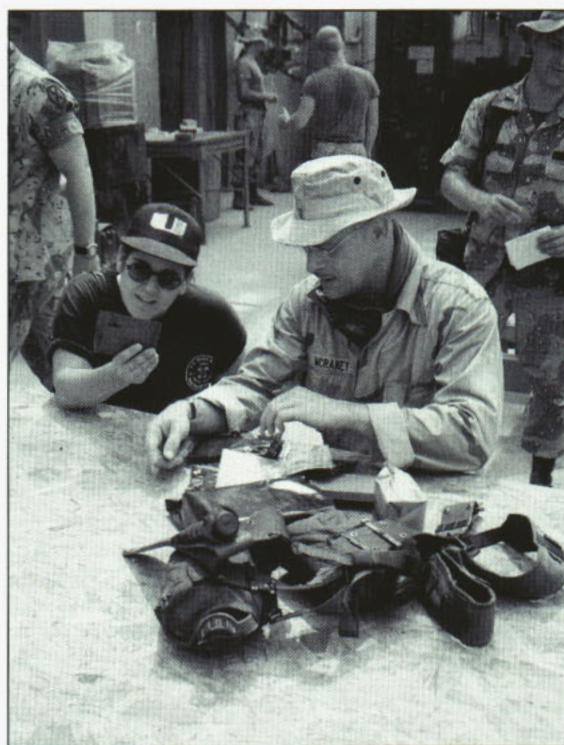
Somalia was the second USO tour for McRaney. He and his wife, actress Delta Burke, visited

U.S. troops during Operation Desert Shield. McRaney said the tours were rewarding and he plans to do more in the future.

"I get a hell of a lot more out of this I'm sure, than the service people do. I mean, to see the sense of discipline these people have in their work and pride in their country — it's really a refreshing thing to see." □

Dorey is a photojournalist for All Hands.

Right: "Actually, some of them [MREs] aren't bad," McRaney said. "But you've probably got to be in a place like Somalia before you can appreciate the epicurean delights of an MRE."



ALL HANDS

Here's the 411

Occasionally emergencies arise requiring immediate help and understanding. Listed below are CONUS toll-free hotline and crisis numbers that can be called by Navy and civilian personnel any time.

- **Alcohol and Drug Helpline**, 1-800-821-4357.
- **The Alzheimer's Disease Association**, 1-800-272-3900.
- **C.D.C. National AIDS Hotline**, 1-800-342-2437; In Spanish, 1-800-344-7432; TDD/TTY 1-800-243-7889 (Mon.-Fri., 10 a.m.-10 p.m.)
- **Childhelp USA Hotline**, 1-800-422-4453. Call for help, counseling and referrals if you suspect a child is an abuse victim.
- **Consumer Nutrition Hotline**, 1-800-366-1655. Call for educational materials for nutrition referrals.
- **The Consumer Product Safety Commission**, 1-800-638-2772. Call for information on product recalls and safety.
- **Defense Hotline**, 1-800-424-9098.
- **Department of Agriculture, Meat and Poultry Hotline**, 1-800-535-4555. Call for information on safe preparation and storage of meat and poultry.
- **The Federal Student Aid Information Center**, 1-800-433-3243. Call for information on a variety of student aid programs.
- **Medicaid-Medicare Social Security Administration**, 1-800-772-1213. Hearing Impaired-TDD Only, 1-800-325-0778.
- **National Association for the Education of Young Children**, 1-800-424-2460, except (202) area code. Call for local referrals of accredited day care programs.
- **National Council on Aging**, 1-800-424-9046, except for (202) area code. Call for information and referrals.
- **National Runaway Hotline**, 1-800-231-6946.
- **The National Safety Council**, 1-800-621-7619. Call regarding accident prevention and safety suggestions.
- **National Sighting Line**, 1-800-826-4743.
- **National Youth Crisis Hotline**, 1-800-442-4673.
- **Relay Any Message Home**, 1-800-231-6946.
- **U.S. Dept. of Veterans Benefits Information and Assistance**, 1-800-827-1000. Insurance Service, 1-800-669-8477. □

Hole in one

Norfolk MWR turns rec center into indoor golf course

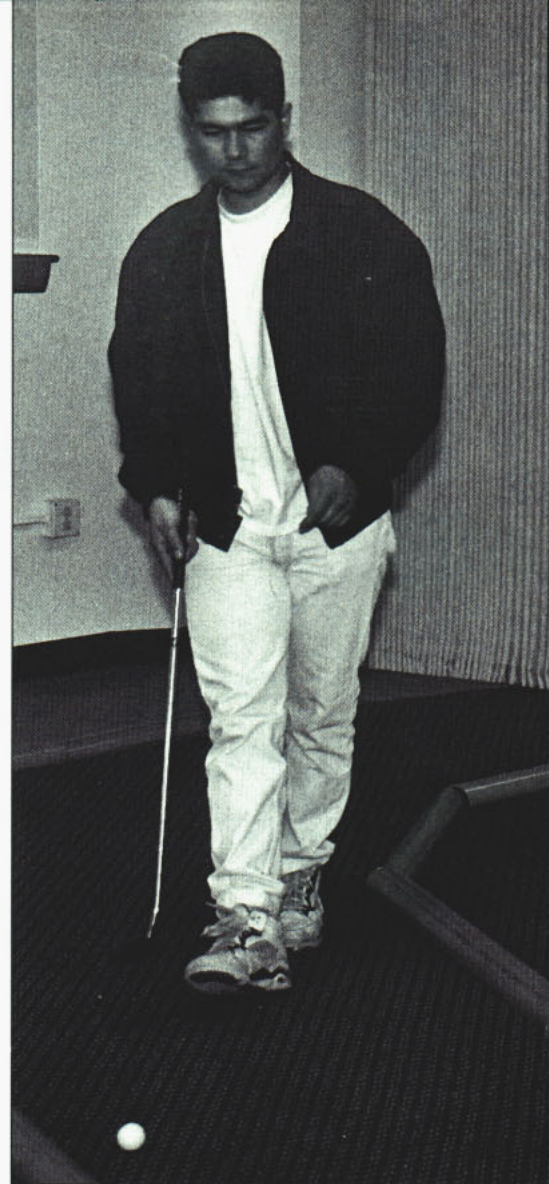
Story and photos by JO1 Steve Orr



The putting green isn't really green. It's more of a blue-gray with a nice diamond pattern. There's not much room for a gallery, and carts are definitely not allowed on the course.

Once a month, the ping pong tables come down in one of the large rooms of the Wind and Sea Recreation Center, located on Naval Station Norfolk. It's transformed into a 13-hole indoor golf course for a day of free miniature golf that ends with a late afternoon tournament.

"We came up with the idea of doing a golf tournament a few months ago," said Art Merkle, a supervisor at the Wind and Sea. "Since we've started the monthly tournament, we usually get a couple of dozen people who come in and play." Obstacles faced by golfers include concrete pillars, cones and cardboard ramps. "It can be challenging," said Fireman Brian Caplan, a frequent



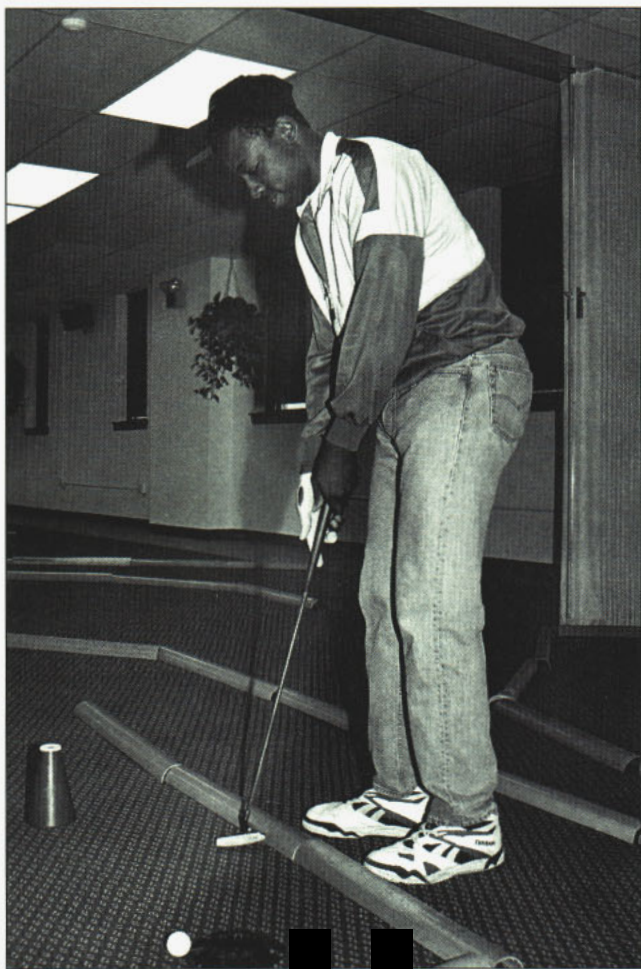
Above: Playing the links at Wind and Sea Recreation Center is a little different than the PGA, but having fun is par for the course.

visitor to the recreation center, "and it's cheaper than going out to a real golf course."

Seaman Shelby Tillman, another indoor golfer, agrees. "It's a good way to relax," he said. "It's also a good way to get sailors into the rec center to take advantage of what's available."

The Wind and Sea Recreation Center offers more than just golf and ping pong. The facility boasts computer and video game rooms, a large billiards area, music and sound rooms and a snack bar.

"I've been coming to the Wind and Sea ever since it opened," said Seaman Ricardo Salcedo as he waited his turn to putt. "It's a fun



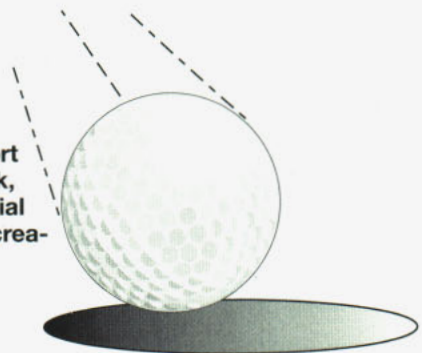
place to relax and keep yourself entertained."

While the course could never be mistaken for Pebble Beach, nor the golfers for Arnold Palmer or Jack Nicklaus, that doesn't stop the sailors.

"It's amusing to watch each other miss easy shots. But that's why we play," said Salcedo. "We're here to have a good time." □

Left: SN Shelby Tillman, from Port Operations Naval Station Norfolk, takes his best shot on the artificial golf course set up in the base recreation center.

Orr is assigned to NIRA Det. 4, Norfolk.



"Tonight Show" host named honorary chief

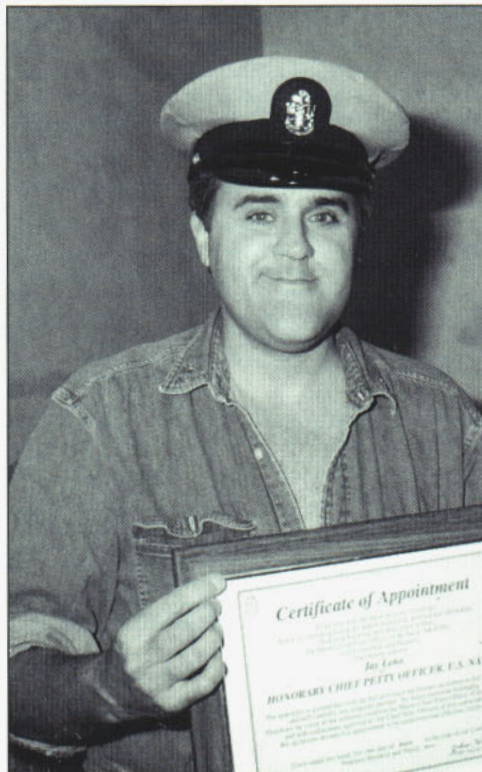
Story and photo by JOCS Patricia Neal

Who's the funniest chief petty officer in the Navy? As of April 1, it's Chief Comedian's Mate Jay Leno.

The first class comedian and host of NBC's Tonight Show was promoted to honorary chief petty officer (CPO) to celebrate the 100th anniversary of the CPO rank.

Leno was chosen to receive the special honor in recognition of his continuing support of the Armed Forces. Master Chief Aircraft Maintenanceman (Air Warfare) Bobby Ozier, force master chief for Commander, Naval Air Force, U.S. Pacific Fleet, thanked Leno for his support, particularly for the time Leno spent visiting forces and ships in Operations Desert Shield/Desert Storm. Ozier pointed out that Leno's support reflects what Navy chief petty officers believe — "We take care of our own."

A group of five master chief petty officers, representing all chiefs and communities in the Navy, participated in the ceremony held in the Tonight Show's "Green Room" at NBC's Burbank, Calif., studio. Along with a CPO combination hat and anchors, Leno was given a Master Chief Petty Officer of the Navy plaque and certificate of appointment, a Lone Sailor



Host of NBC's "Tonight Show," Jay Leno, dons a combination cap and anchors as the Navy's newest honorary chief petty officer.

plaque and a CPO 100th anniversary cup.

Leno expressed his gratitude for the recognition and said he is especially appreciative of the military since his brother is a Vietnam veteran. "I did a lot of military shows when I was starting out," Leno said. "Although I wasn't in the service, you do what you can. You try to give something back."

A group of 40 chief petty officers from the San Diego and Long Beach areas accompanied the ceremony participants to Burbank. Prior to the ceremony, the group was given tours of NBC studios and then attended the taping of the Tonight Show where they went on camera twice during the show. Following the show, the chief petty officers

had a group photo taken with Leno in his CPO cover on the Tonight Show set.

There is no word yet when or if Leno will go through the CPO initiation, but sweeps week is still to come! □

Neal is assigned to the ComNavAirPac Public Affairs Office.

Jay Leno

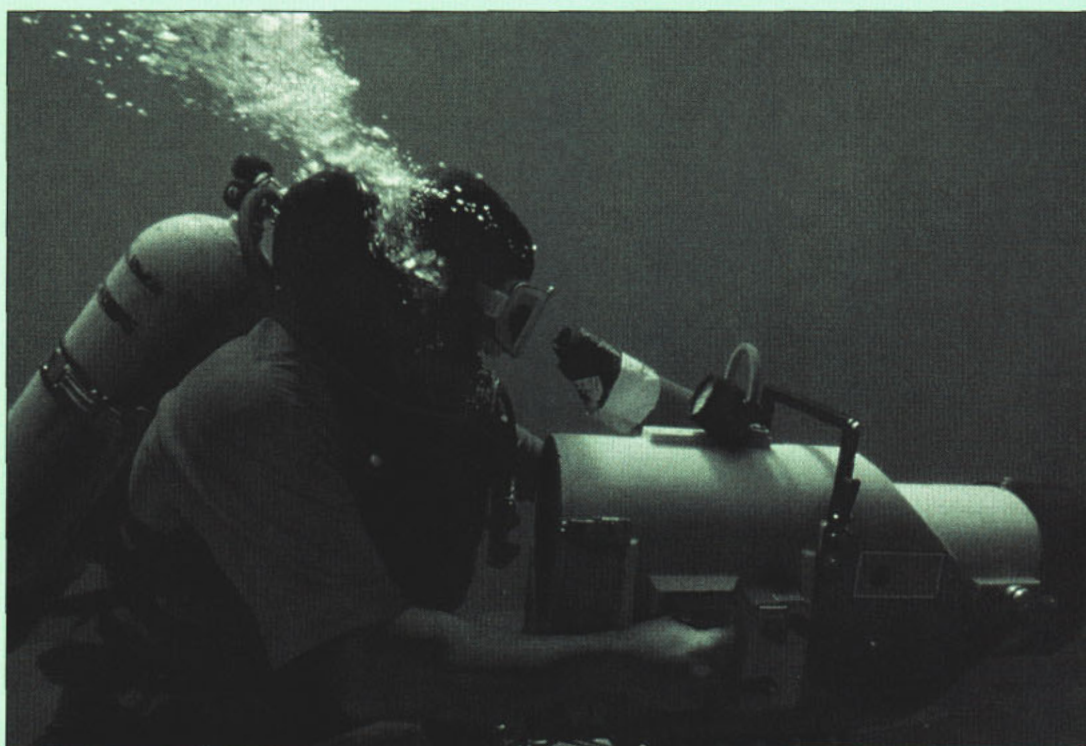


Photo by PHC(DV) Mark Reinhard

Underwater shooters

Story by JO3 Wendy Hamme

Whether from the back of a Navy helicopter, or atop a HumVee, Navy photographer's mates (PHs) are able to practice their craft in many unusual elements. But for some photographers of Fleet Imaging Command Atlantic, picture taking is better down where it's

wetter . . . under the sea.

Navy underwater photographers provide assistance to most commands that request it, but the majority of their work is providing video and photo documentation for special warfare groups. "After viewing the footage, the teams are able to examine their performance — see what went wrong and what went right,"

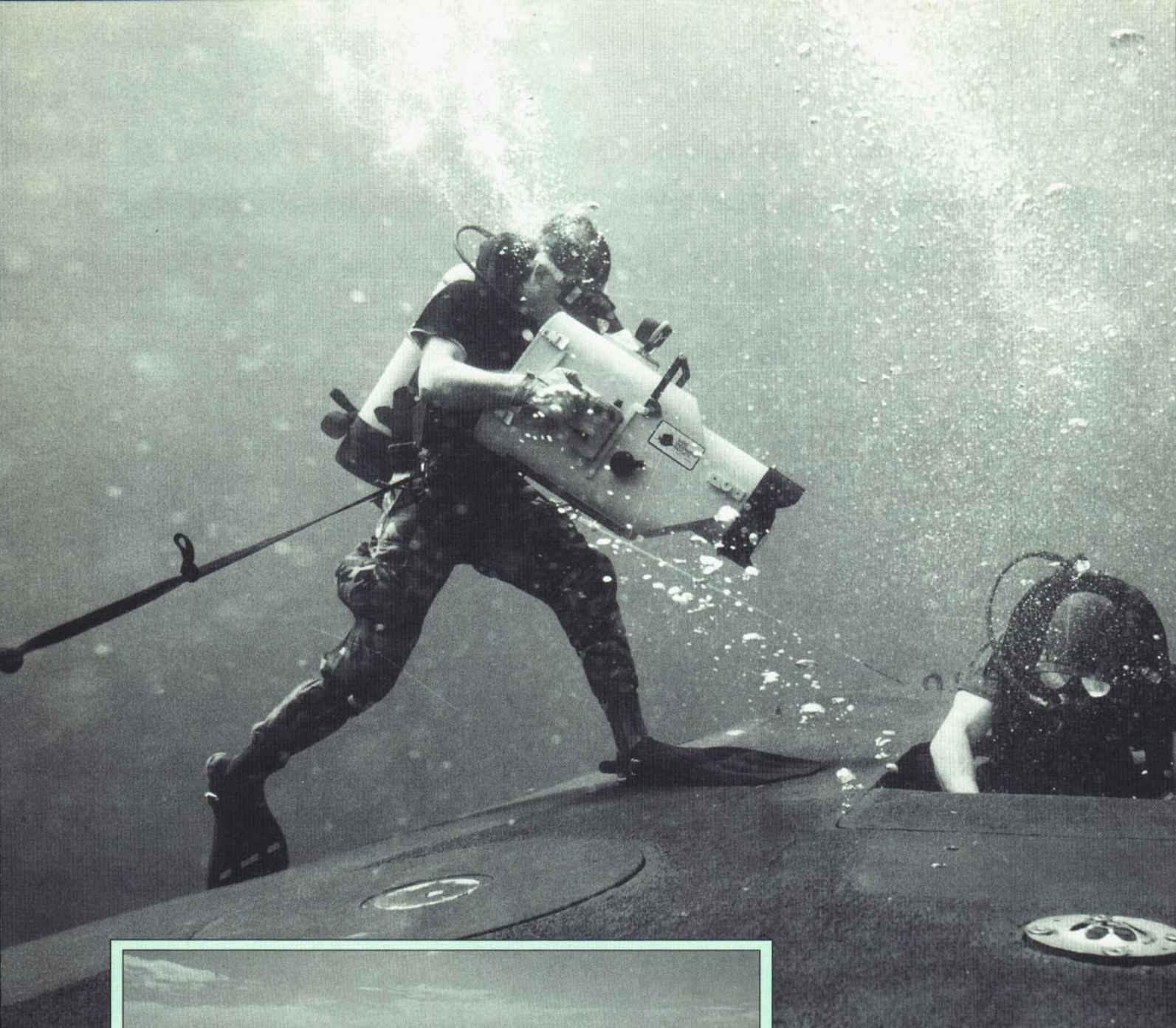


Photo by PH1(SW) Jeff Elliot



Navy underwater photographers get to practice their craft in many unusual environments.

Before becoming an underwater photographer, PHs must go through an extensive training course.

said PH1(DV) Greg Slater.

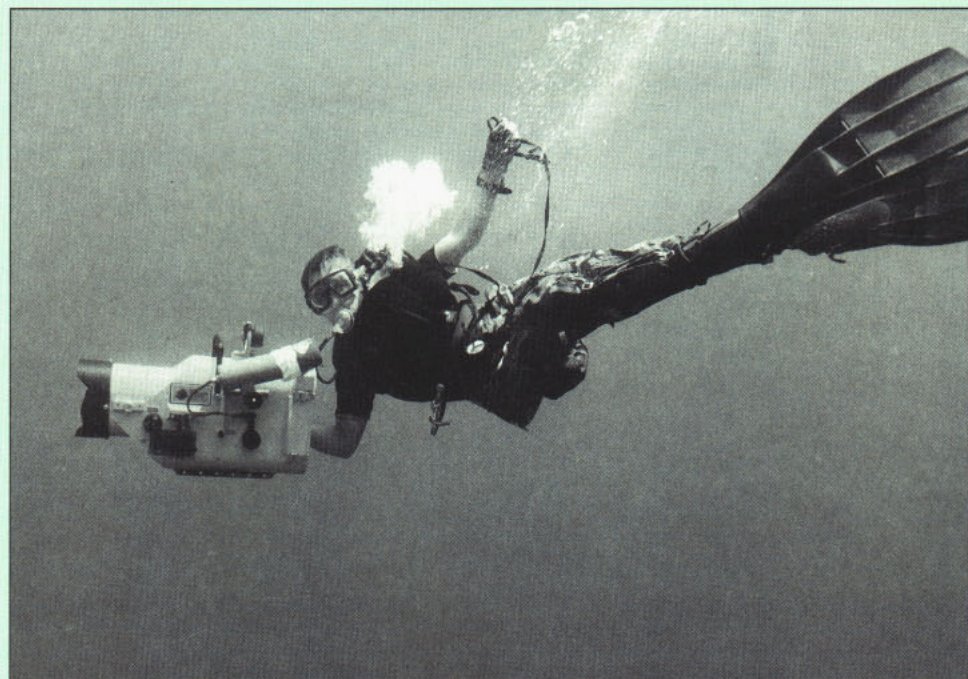
Combining a rating with a specialty skill is not unusual, but in the case of PHs who are also qualified divers, the blend can make for some pretty interesting job opportunities.

"The best job I've ever done was in the Galapagos Islands," said Slater. Originally scheduled to shoot a story

ALL HANDS



Photo by PH1(DV) Mark Reinhard



U.S. Navy photo

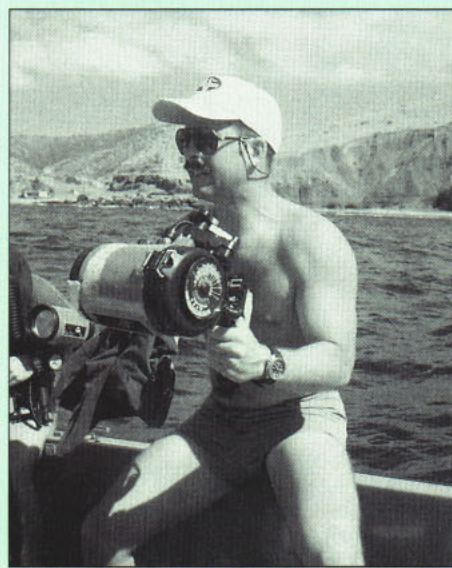


Photo by PH1(SW) Jeff Elliot

Being underwater has its advantages. A Navy photographer's mate (diver) holds a 100-pound camera with one hand.

PH1(DV) Greg Slater prepares his camera equipment before a dive.

Just hopping in the pool with a camera doesn't make you an underwater photographer. There are only a handful of these specialty PHs, and they must first complete the 13-week 2nd class dive school, where they learn the ins and outs of work-

for *Navy News This Week* on the *Jason Project*, a science program which teaches children about the sea, the job took an interesting turn when a civilian barge carrying all the *Jason Project's* video equipment sank off the coast of Ecuador. Slater was able to provide assistance with Navy equipment. "I was able to hook up our cameras for the feed to the students, and shooting live is something I'd never done before."

Though underwater photography has its similarities to open-air shooting, Slater said it is much more challenging. The underwater cam-

eras weigh almost 100 lbs. The camera's weight while submerged is almost neutral, but the camera's size can still be a problem. "Any thing you do on the surface becomes more difficult underwater. You're working in an element your body isn't designed for," he said.

Underwater photography, though exciting, can have its share of danger, Slater also said. "We have to watch out for hazardous marine life, like sharks or eels. We also have to be on guard against potential diving problems such as the bends and over-inflating the lungs."

"You're working in an element your body isn't designed for."

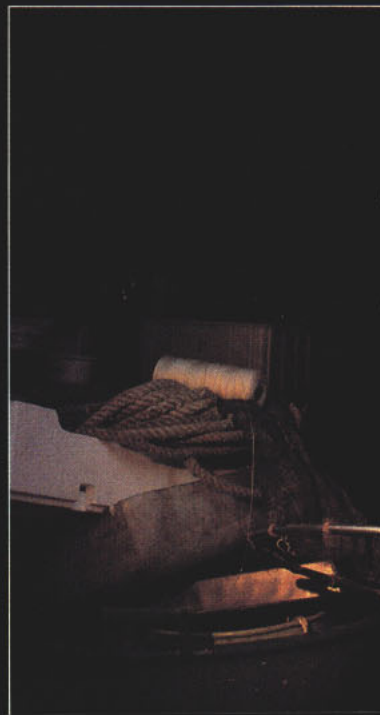
ing under the waves, and a 12-month on-the-job-training program in Norfolk — only then can they call themselves underwater photographers. □

Hamme is assigned to Fleet Imaging Command Atlantic, Norfolk.



You'll always have

Italy





Story by JO2 Brett Bryan, photos by PH2 Jerry Ireland

There's something about a tour of duty in Italy that sailors will always carry with them. Whether it's the beauty of the Mediterranean crashing against the rocky shore, or the memory of that first cappuccino sipped on a chilly Roman morning, they'll always have Italy.

After receiving orders to Italy, you could find yourself on the island of Sardinia serving aboard a submarine tender, in bustling Naples stationed with military people from all over Europe, on the flight line in Sicily or in the small town of Gaeta working on an admiral's staff. One thing is for sure, wherever you go in Italy, you're guaranteed a tour like no other.

For some, it's the simple pleasures that make a tour in Italy memorable — good food, a walk down a cobblestone street on a Sunday afternoon, people-watching at a cafe during sunset. These modest tastes flavor the memory of a tour spent taking in the Old World. For others, it's the just the excitement of living in Europe.

Above: Gaeta, home to the U.S. 6th Fleet, is one of the most picturesque towns on Italy's western coast.

Left: Fishing isn't just a popular pastime in Italy. Many Italians make their living from what they can pull from the sea.



Even if you only have time for a short visit, whatever you find in Italy will be unique. There is nothing like it anywhere. And once you leave, you'll find yourself missing the simple, slow and sometimes confusing Italian culture.

Italy is very generous. She will welcome you, entice you with her beauty and charm, and when you leave, let you take part of her with you. And for the rest of your life, you'll always have Italy. □

Bryan is a photojournalist for All Hands. Ireland is a photojournalist assigned to 6th Fleet Public Affairs.

Right: The Piazza Navona, featuring one of Bernini's fountains, is a popular tourist attraction in Rome.

Below: Evening in Sicily. Tiny Fiats fill the crowded streets as residents of Catania scurry home.





Left: Walks down cobblestone alleyways, like this one in Gaeta, give you a dramatic contrast to the newness of everything in America. Gaeta is only one of more than half a dozen Italian towns sailors can be stationed in.

Trains, planes and cars

Getting around in Italy is easier than you might think. Many Italians don't own cars, so public transportation is a priority.

- *Planes* Air travel in Italy is a luxury. Plane tickets can be very expensive, so try to stay on the ground.

- *Trains* Trains go just about everywhere in Italy and the rest of Europe. For the most part, they are inexpensive. For traveling from town to town or even overnight, a train is your best bet.

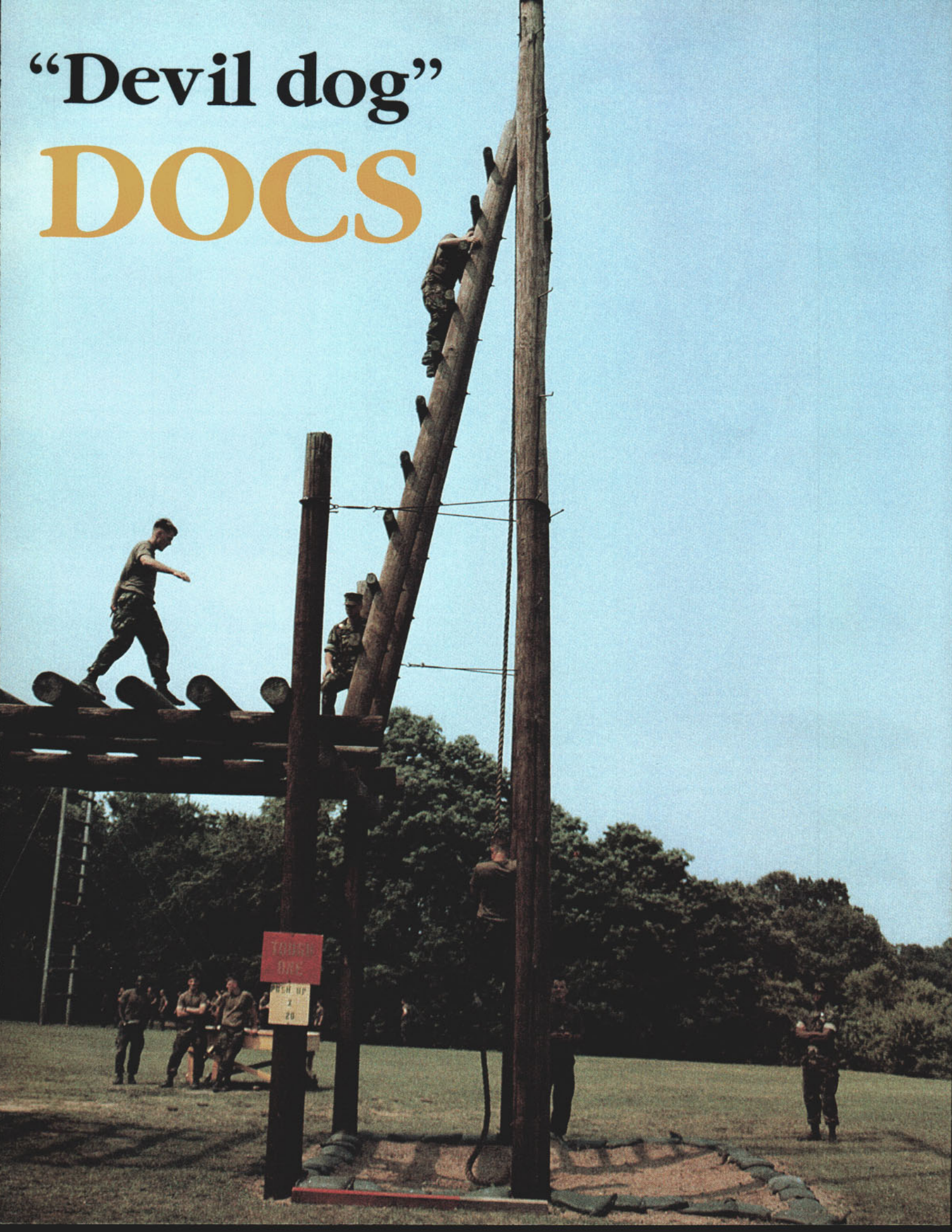
- *Automobiles* Rental cars and taxis are expensive, and many taxis won't take you all the way to your destination, so try the bus. Buses are inexpensive and can let you off near most destinations. But remember, Italian buses take tickets that must be bought before boarding.

Getting around in Italy is really pretty simple. Just remember the Italian train company's motto. "Ticket, no problem. No ticket, big problem." □



Left: In the evenings, Italians enjoy a leisurely walk through town, greeting friends and hearing the latest news or gossip. Others simply sit by their window and watch the parade of life go by.

“Devil dog” DOCS



Story by LT Rob Leggat,
photos by JO2 Paul Taylor

An injured Marine lies bleeding.
"Corpsman up!" sounds. Even though the entire unit is pinned down by enemy fire, the Navy corpsman makes his way, to the Marine to administer aid, often drawing fire himself.

It is a scene that has been repeated again and again throughout U.S. history. The respect and trust between corpsmen and combat-hardened Marines is legendary, and for many had its beginning at "Operation Bulldog."

Sixty hospital corpsmen in BDUs have responded to a request from the Marine Corps Combat Development Command, Quantico, Va., for volunteers to assist with the summer session of Officer Candidates School (OCS) or "Bulldog" as it is known in the Corps.

Throughout the next four months, the field medical service-qualified

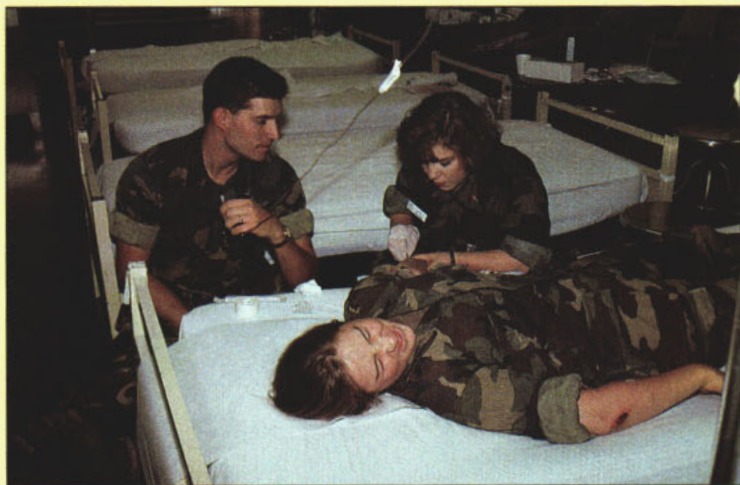


Navy corpsmen shadow Officer Candidate School companies as they endure the rigors of one of the most physically demanding courses in the military, ready to provide advice and respond to emergencies.

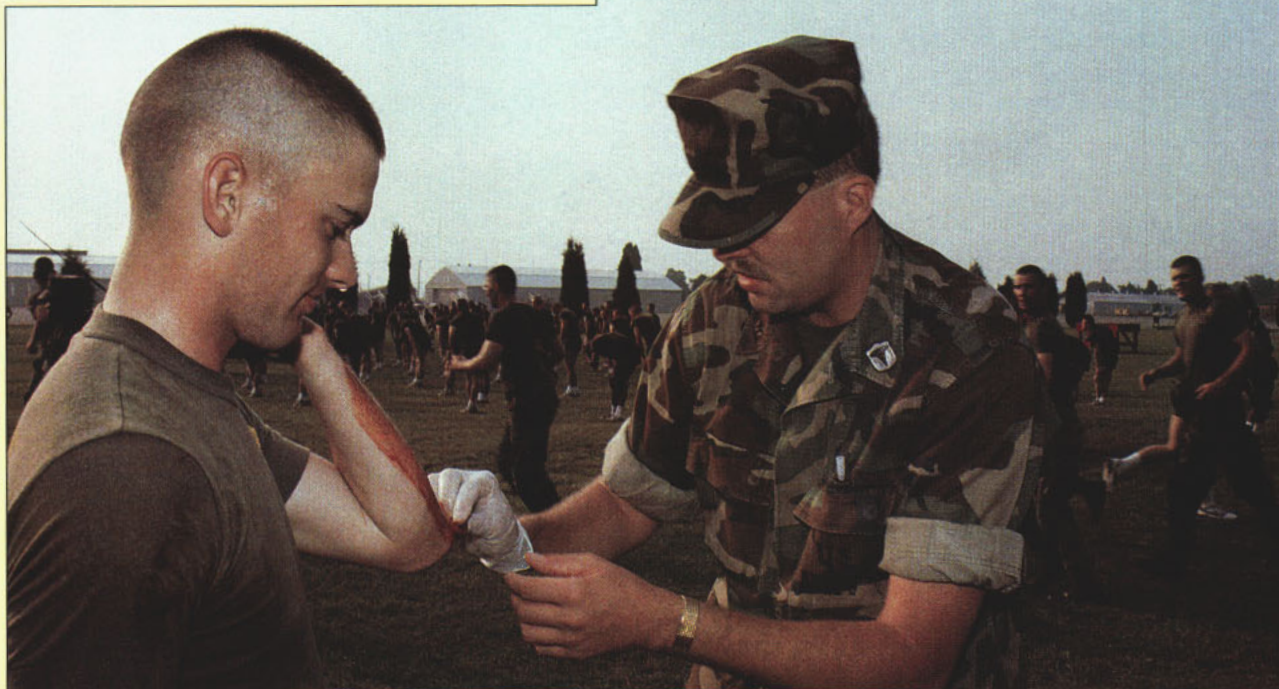
corpsmen will work 12-hours-a-day, six-days-a-week, and help more than 3,000 candidates double-time, pump, climb, lift, sweat and "Yes, Sir!" their way through one of the military's most physically demanding schools.

"Marines train on the edge," said CAPT Rex Straughn, commanding officer of the Quantico Naval Medical Clinic. "At that tempo, you can expect problems."

These problems include blisters, heat stroke, respiratory ailments and cracked ribs. As it has been in the past, so it is at Bulldog — Navy corpsmen stand by to treat their



Heat is one of the greatest dangers faced by the candidates. Once a person has been diagnosed with a heat injury, fluid replenishment starts immediately.



In addition to the dangers of the physical regimen of the course, nature also presents a few dangers. Snakes, spiders and ticks can all cause serious injuries.

Marine Corps brethren.

"This is a real-live operation," Staughn said. "Our corpsmen get an opportunity to use much of what they've been trained for, in a relatively short period of time. Here they routinely save lives."

A typical day begins with 4:30 a.m. reveille. Company sick call begins at 5 a.m. By 5:15 a.m., the clinic is in full swing. Between 150 and 200 patients are treated daily. According to HM2 Michael

Kautzman, the sheer volume of patients and the speed required to get candidates back to their units require corpsmen to do the initial diagnosis, a task normally reserved for doctors or nurses.

Back at the company, the day goes on as usual — the physical demands made on the candidates are also made on the field corpsmen assigned to the company. As the company "humps" through 15 miles of humid forest, the corpsman is right there with them, ready to take care of any medical problem that might arise.

"Bulldog gives us a chance to use the training we've received. It prepares us in event of war," said HM Shawn Flanagan, a second-year Bull-

dog volunteer. "I like field medicine. I like the hands-on experience. I like the physical activity."

According to school commandant Col. W.L. Fox, Navy corpsmen are the best. A Medal of Honor recipient and combat veteran, Fox can personally appreciate the value of corpsmen. "They have saved my life and they have saved the lives of my friends," he said. "They are a special breed." □

Leggat is a Reserve Public Affairs Officer assigned to NavInfo Midwest 113. Taylor is a staff writer for All Hands.

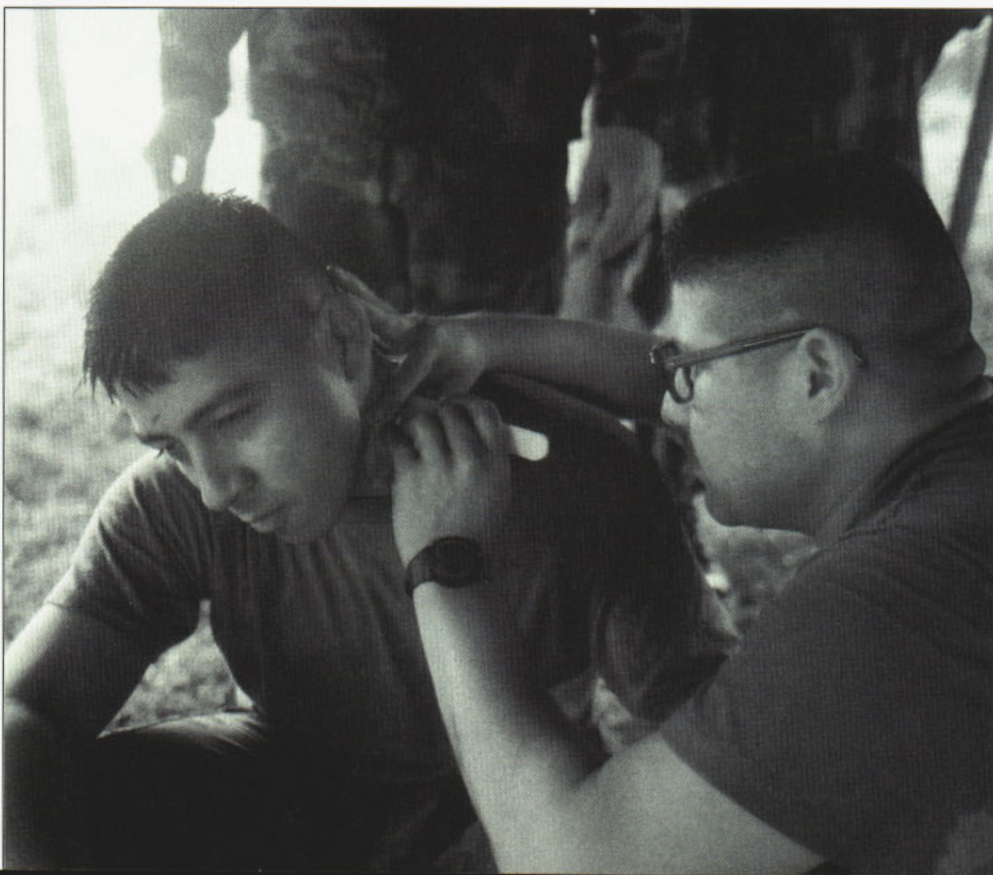
Makeup!

Realistic medical fleet exercise trains docs

Story and photos by Marine Lance Cpl. Kent Laborde



Corpsmen can attend a two-day course at Naval Hospital Portsmouth, Va., to learn different techniques in moulage preparation and application. Their work makes field medical exercises more realistic.



On a foreign beach the corpsmen and doctors of the 3rd Medical Battalion (3rd Med) struggle to keep up with a relentless flow of casualties. Gunshot wounds, bayonet wounds, fractured bones — the gruesome sight of these mutilations is enough to make anybody outside the medical profession ill.

It looks like a scene right out of a gory war movie. And no wonder! The Hollywood-style special effects are what give the injuries their realism. Sailors from the 3rd Med have become experts at creating false injuries through creative makeup applications.

According to LT (Dr.) Andrew Spencer, training officer for 3rd Med, this makeup, called "moulage," helps train physicians and corpsmen to identify and treat wounds. "It helps add to the realism of the exercise," he said. "We could just put a card on a casualty saying what his injury is, but that doesn't set the flavor. Without moulage, the corpsmen don't get the effect or the sense of urgency."

"Sometimes we use chicken bones to simulate open fractures, or chicken fat for bowel eviscerations," said Hospital Corpsman 1st Class Edward Velasquez. "We also use mortician's wax and there's a spray bottle for applying fake blood."

How realistic is moulage?

"One time we held a drill in the chow hall where we simulated a severed finger," Spencer said. "One of the patrons saw it and thought it was real enough that he took his shirt and covered up the injury to stop the bleeding before the emergency medical team could get there."

These realistic simulations provide corpsmen exposure to the more disturbing sights and reactions in their field, and an insight in to their job importance. □

Laborde is assigned to the Consolidated Public Affairs Office at Camp Smedley D. Butler, Okinawa, Japan.

People making the difference

Environmental awareness pays off in Keyport

Story by Hank Pangborn

With increasing emphasis on recycling and the environment, you may be giving more thought these days to what you throw away and how you do it. For John Lacy, that kind of thinking is a full-time job.

People like Lacy, of the Naval Undersea Warfare Center (NUWC) Division, Keyport, Wash., who are committed to pioneering new methods in waste reduction, are just one of the reasons Keyport was recognized in January with the Navy's first Meritorious Unit Commendation for environmental enhancement and natural resource conservation.

Under his direction, the center's precious metals recovery program processes hundreds of thousands of pounds of electronic scrap each year. Recycling office paper has reduced the center's wastes by more than 10 percent, and an additional 5-percent reduction is expected with the

John Lacy, the recycling programs coordinator at NUWC Division, Keyport, Wash., is one of the people behind the center's successful recycling efforts.



U.S. Navy photo

implementation of the new "bag it" system. This summer, Keyport will begin to realize a 35 to 40 percent reduction with the elimination of wood chips from its waste stream.

When Lacy took on the program coordination there was no handbook to tell him what to do. So it's no wonder most of Lacy's projects begin with functional engineering. He looks at what gets thrown away and then asks, "What form does the item

"One idea leads to another . . . the end result is a process unique to the center."

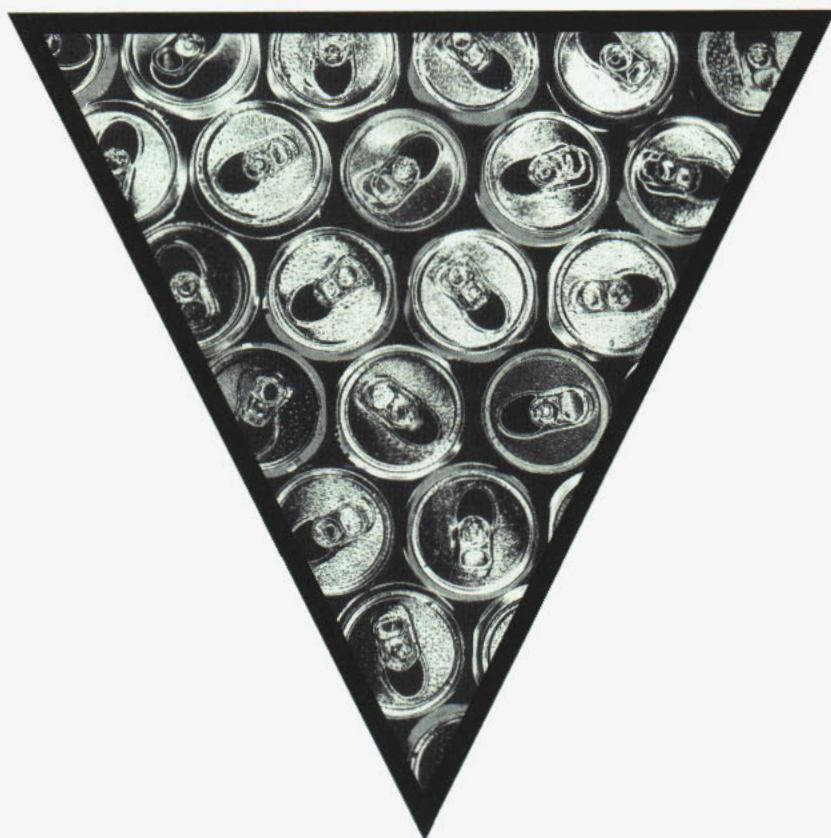
have to take to be marketable?"

After a material is linked with a usable commodity, the next step is deciding on a process that results in that commodity. Sometimes existing commercial methods for converting the waste to the commodity are impractical or expensive. That's where innovation comes in. One idea leads to another and sometimes the end result is a process unique to the center.

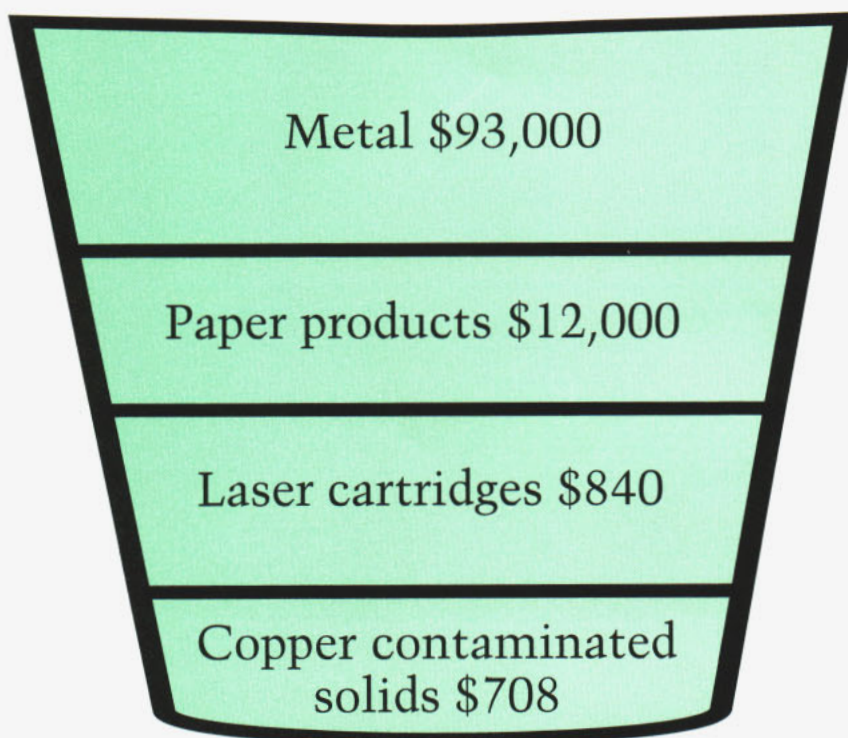
"Everything starts with a pilot program," Lacy said. Customer feedback is always considered in the fine-tuning stages before a new project is fully implemented.

The center's goal is to reduce its waste stream 50 percent by 1995. With the way projects are shaping up, Lacy said, "At the end of this year we will be where I thought we'd be in 1996." □


Pangborn is with the public affairs office, Naval Undersea Warfare Center Division, Keyport, Wash.



FY92 Program Savings







Urban combat medicine

Doctors train in real world

Story by K.R. Clark,
photos by Army Staff Sgt. Tonja Batts

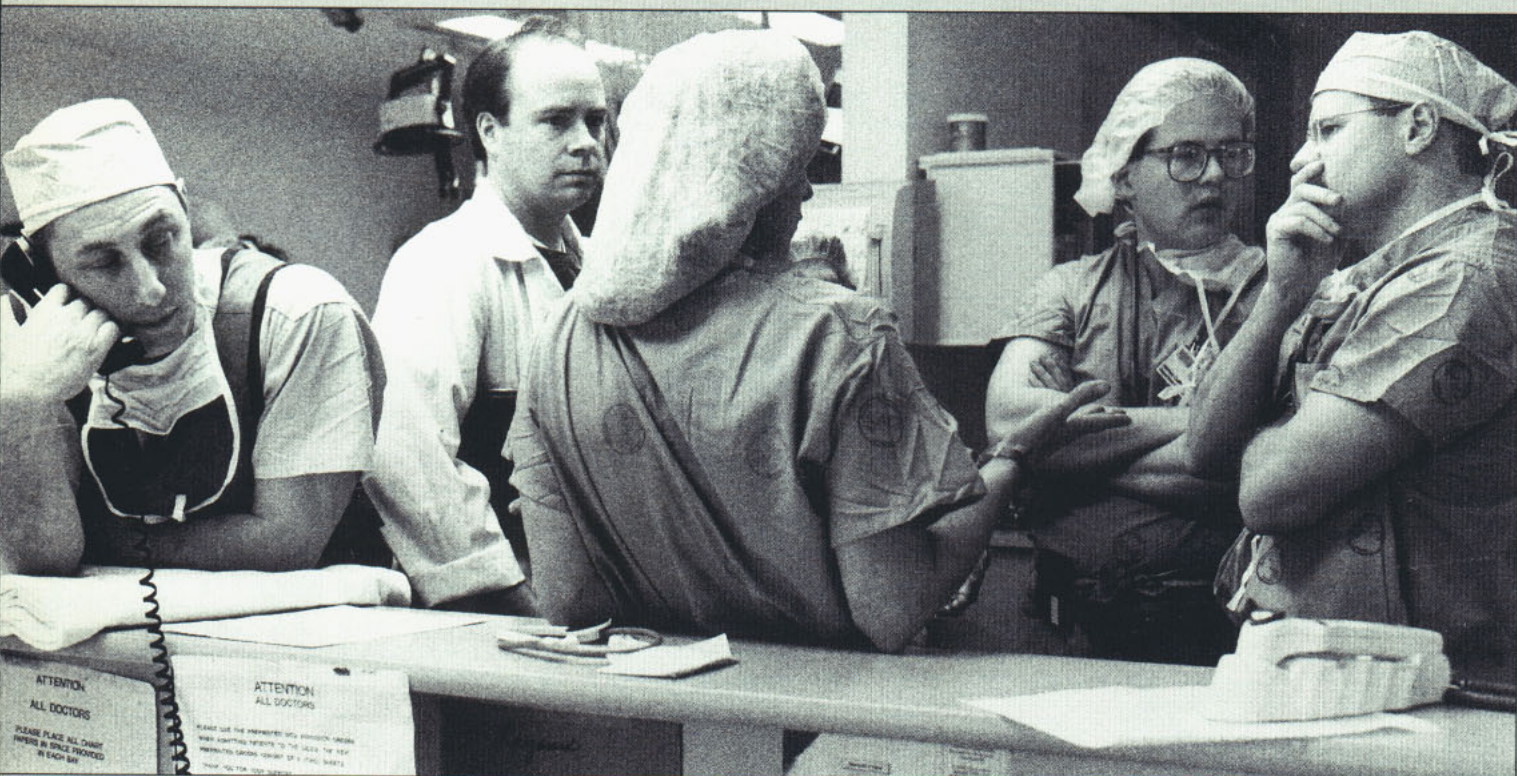
The brief calm is broken by screams of pain. In the background, sirens wail and chopper blades slap at the wind. The tattered, blood-stained clothing on the floor is just a hint of what LCDR (Dr.) Douglass Hinson and his team can expect tonight. The scene resembles war time, so the medical team must prepare for any event.

Hinson is a military doctor training for the battlefield by working in what some call "The Knife and Gun Club of Washington, D.C." Throughout the United States, military surgeons gain valuable combat medical experience by working in city trauma units, such as Washington Hospital Center's Medical Shock Trauma Acute Resuscitation (MedSTAR) Unit. Of the three trauma teams at MedSTAR, two are largely composed of doctors from the National Naval Medical Center (NNMC) and Walter Reed Army Medical Center, both located in the D.C. area.

"It's very beneficial for everyone involved," said Hinson, who, when he's not at NNMC, doubles as an attending trauma surgeon and oversees the Navy training at MedSTAR. "Without a program like this, we would lose the skills needed in time of war."

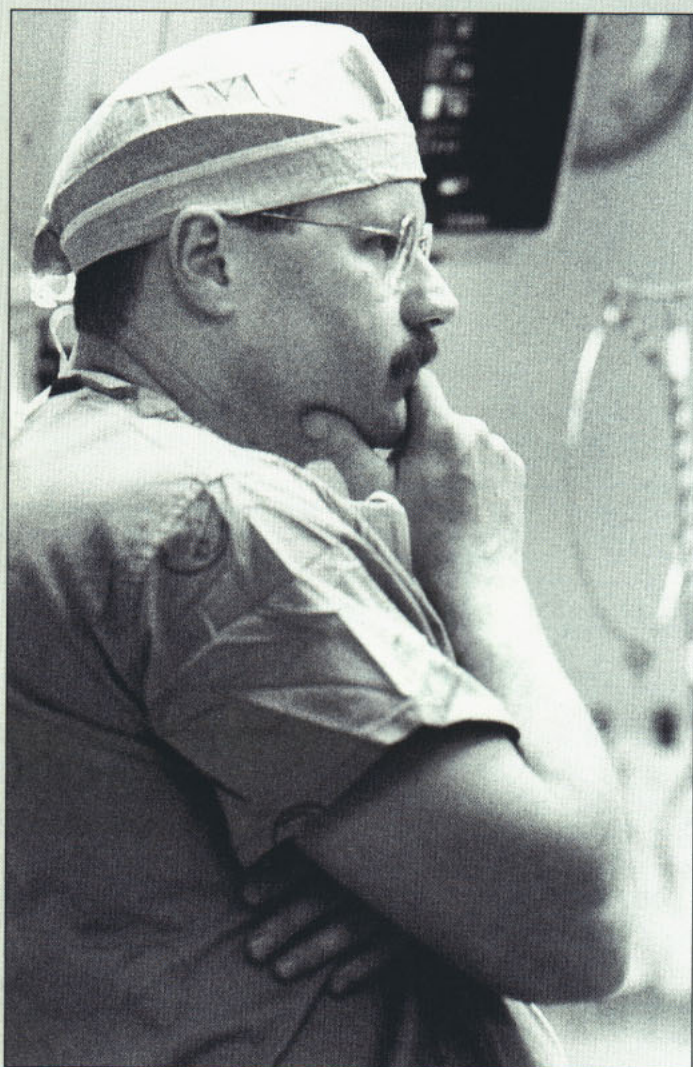
The trauma fellowship program was established 12 years ago. Military doctors are paired with civilian hospitals to get practical experience providing care for

A security officer waits to secure the valuables of a young patient. Military physicians experience the closest thing to combat medicine working with MedSTAR.



Above: Trauma centers are fully staffed around the clock.

Left: The MedSTAR program lets LCDR Doug Hinson maintain his trauma-room skills and, at the same time, provides the hospital with a well-trained surgeon.



injuries not normally treated in military hospitals. The team is getting plenty of practice tonight. An off-duty policeman has been shot. There have been three single-vehicle accidents. One of the drivers was drunk and another was on drugs. The third driver, 19, was older than any of her five passengers, all of whom were injured.

It is not a good night for Army Maj. (Dr.) Jonathan Jaffin, who will have to tell the 19-year-old that she will never see out of her right eye again. "This is the down side of the job," he said.

The doctors must weave in and out of policemen, paramedics and fire rescue officers to get to the second gunshot victim of the evening, a police officer, who is breathing through a tube. Blood is dripping down his chest from two bullet holes.

"After working here there is not much I haven't seen," said Jaffin. "I can't say I'm definitely prepared for war, but the more you see of anything, the better prepared you are to handle it. This is the kind of training that can get you ready." □

Clark is a staff writer and Batts is a photojournalist for the Pentagon, Washington, D.C.

ENERGIZE!



High-energy dance music, state-of-the-art light and sound systems, game rooms and audience participation — all elements for a fun night out can now be found on many

bases. Navy clubs are gearing-up for the '90s with a new concept designed to keep in step with dance clubs in the civilian world. New "High Energy Nightclubs" are appearing on bases around the country and will soon open overseas.

The new clubs are part of the Navy's effort to offer 18-to-25-year-old sailors a quality entertainment experience. "What we don't want to give them is just a place to go and drink. We want them to go into an environment that offers activity, fun, the opportunity to meet people and have a good time," said Larry Kelly, head of the Navy Club Branch at the Bureau of Navy Personnel, Washington, D.C.

"We worked with an outside consultant to develop [the plan] and implemented those ideas into the creation of our high-energy clubs," Kelly said. "The new high-energy nightclubs will be a completely new and different experience from the clubs sailors are used to." □

Portions of this article were obtained from Military Clubs and Recreation, an International Military Community Executives Association publication.



Sailors at "Puzzles" in Norfolk dance up a storm at one of the Navy's new high-energy nightclubs.

There's probably a high-energy club near you

- Vital Signs — NAS Jacksonville, Fla.
- Lasers — Subase Bangor, Wash.
- City Nites — Subase New London, Conn.
- Pier Five — NWS Earle, Colts Neck, N.J.
- Back Scratchers — Subase San Diego.
- Puzzles — NavSta Norfolk.
- Freddie's Fun Place — NavSta Mayport, Fla.
- Charleston Live — NavSta Charleston, S.C.
- Anchors and Spurs — NavSta San Diego.
- Stingers — CBC Gulfport, Miss.

Photo by JO1 Steve Orr

Chiefs clean up

Chief Petty Officer Association adopts a highway

Story and photo by Susan M. Wessel



Some people think once you make chief, you don't do much cleaning, but a few CPOs in New Jersey have taken their cleaning act on the road by adopting a stretch of highway.

The Naval Air Warfare Center aircraft division Lakehurst Chief

Petty Officer Association (CPOA), adopted a section of road through the New Jersey Department of Transportation's (DoT) Adopt-A-Highway Program.

The CPOA held their first off-duty volunteer cleanup of their four-mile stretch of road last November and collected 25 bags of trash.

The CPOA decided to show the local community the U.S. Navy cares about its surrounding community and environment. Joining the Adopt-A-Highway program required a serious commitment — the CPOA signed a two-year contract with New Jersey DoT to clean up the area four times a year.

The program is a two-way street of cooperation. The DoT provides the trash bags, reflective vests, posts signs to alert motorists not to litter, and arranges the pick up of the bags and debris.

If you are interested in adopting a highway, contact your state department of transportation. □

Wessel is with the Public Affairs Office, Naval Air Warfare Center aircraft division, Lakehurst, N.J.



Lakehurst's CPOA was the first military organization in the state to adopt a highway.



Growing money on

trees

Crane's forest management program nets profit

Story by PH1(AW) Joseph Dorey, photo courtesy of NSWC

While money does not grow on trees, if managed properly, timber can turn into "wooden dollars."

At the Naval Surface Warfare Center (NSWC), Crane, Ind., the timber management program netted \$790,000 in profits from timber sales — more than 40 percent of the Navy's total forestry income for FY92. As part of DoD's Natural Resources Management Program since 1962, NSWC Crane holds stewardship of more than 48,000 acres of forestland, valued in excess of \$100 million.

During FY92, 10,000 trees were harvested and sold on the open market, but that represents only a

small percentage of the standing forest.

"It sounds like a lot to the layperson if you say we're cutting 10,000 trees," said David R. Poynter, an NSWC forester. "They say, 'Gosh, 10,000 trees! That's more trees than are in my whole city!' But we're only harvesting about 20 percent of our sustained yield."

The sustained yield represents the amount of new trees grown each year, not the standing forest, which has more than 6 million trees.

"If you harvested 100 percent of your sustained yield every year, you would never run out of timber," Poynter said. "We still want our forest to mature a little further, so we're not cutting to that level yet."

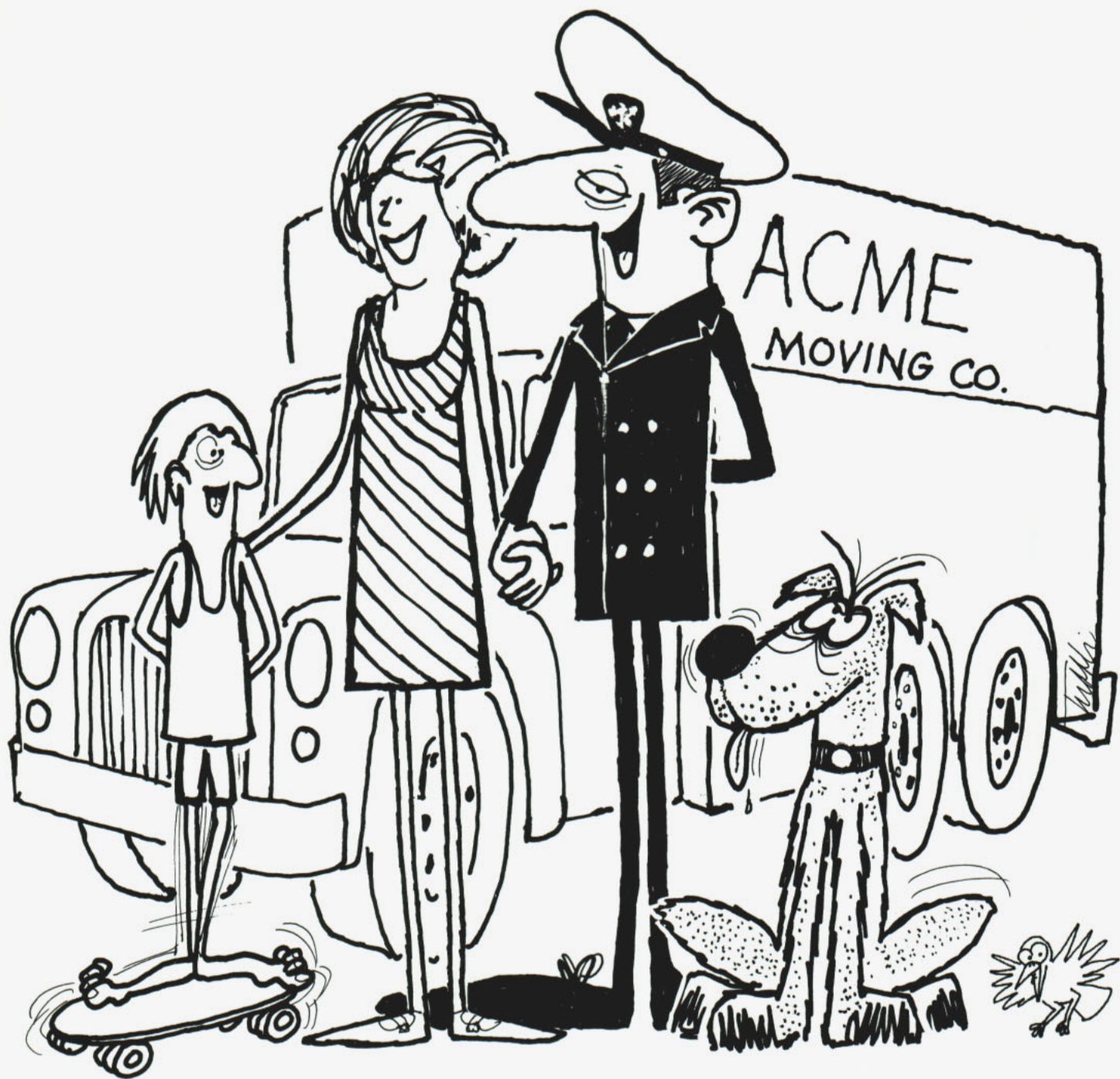
Of the \$790,000 profit from FY92,

The forest is managed through a timber stand improvement program, which concentrates on clearing areas around existing trees to enhance natural tree regeneration.

\$215,946 was turned over to the State of Indiana. The rest of the money was turned in to a central DoD fund to help support shortfalls of other installations' forestry programs.

Out of the last harvest, 62 trees were sent to replank USS *Constitution*, some of which came from an area designated "Constitution Grove." The trees required for the Navy's flagship are white oaks, worth \$2,000 to \$4,000 each on the open market. □

Dorey is a photojournalist for All Hands.



On the
road again

Making your next move smooth

For many sailors and their families, having a sponsor often makes the difference between a good move and a bad move. In

fact, it has made such a difference that the sponsor program is now mandatory for all permanent change of station (PCS) transfers, both stateside and overseas.

The enlisted requisition period has been expanded from seven to nine months, providing more time to identify billets needing high level-security clearances, long lead time and specialized training or to meet overseas screening requirements.

The expanded period also allows most personnel with projected rotation dates during or shortly after major deployments to discuss orders prior to their deployment. This also makes it possible for sponsors to be assigned by their receiving command.

Sponsors should be E-5 or above. Service members due to transfer soon should not be assigned to sponsor incoming personnel.

If you're assigned to be a sponsor, you can expect to be thoroughly briefed on the responsibilities of your assignment and to attend sponsor training.

Good sponsors can influence initial perceptions, develop a sense of

well-being in new arrivals and determine how a duty station is viewed. This puts newly arriving sailors off to a great start. □

Overseas PCS tips

If you're transferring overseas, being misinformed about the regulations is just as detrimental as not getting paid. The following facts will help you make your overseas PCS move a good one:

- Overseas screening must be accomplished within 30 days of receipt of orders.
- Service members and dependents must be screened. Dependents of service members who elect an unaccompanied tour must still be screened.
- Screening waivers for dependents will only be granted if a spouse refuses to be screened or if an ex-spouse refuses to allow dependent children to be screened. In these cases the member will be assigned unaccompanied.
- Service members with accompanying dependents must receive command sponsorship for dependents and dependent entry authorization from the overseas command.
- PSDs will only request command sponsorship for your dependents when screening is completed. Some overseas commands do not allow concurrent travel to their location. Ask about requirements for command sponsorship for the area to which you are being assigned.
- Most overseas locations have a waiting list for obtaining Navy family housing. Members with command sponsored dependents are entitled to Temporary Lodging Allowance (TLA). Finding suitable housing in the host country may be very expensive.
- Taking advance pay may cause financial difficulty later. If you don't need advance pay, don't take it.
- Information concerning overseas transfers can be obtained from the "Enlisted Transfer Manual," Chapter 4, your local PSD or PSA and the Overseas Transfer Information Service by calling DSN 286-5932/33/34/35; (703) 746-5932/33/34/35; or toll free (800) 827-8197. □

Ten HOT careers

Opportunities bloom for veterans

Story by David E. Gumpert

Finding a top-flight company that's willing to hire you after leaving the military has become increasingly tricky. As you look around for a solid employer with staying power, all you may see are hiring freezes and layoffs.

Amid this chaotic environment, you're determined to find a challenging, well-paying position at a stable company that values your skills, education and military experience. Do you have any chance at all?

Absolutely. According to the Small Business Administration (SBA) small companies are creating tens of thousands of new jobs.

To identify promising companies, start by targeting industries that are most likely to boom in the '90s. Be creative. Your military specialty could be important. Fast-growing companies need people with a wide variety of skills to help fuel their growth.

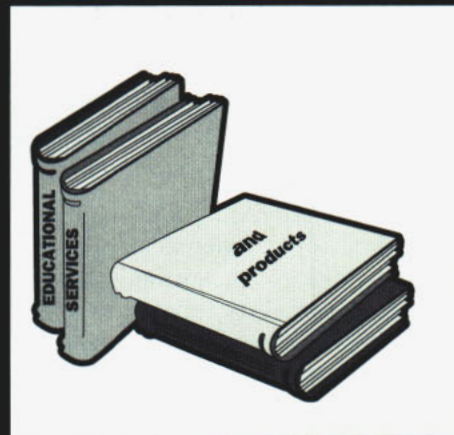
What follows is a review of 10 industries that are primed for rapid

growth through the decade.

1. Career counseling: Ironical as it may seem, departing veterans can launch rewarding careers helping others resolve their job dilemmas. By some estimates, it won't be unusual for people with college degrees to gain experience in three to six different careers in their lifetimes.

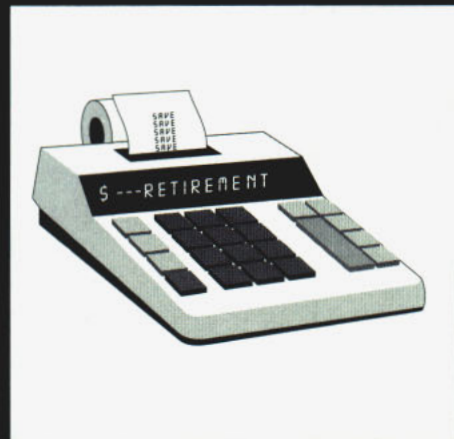
2. Computer and office machine repair: Much of the electronic gadgetry that has accumulated in American companies in recent years will

finally be ready to post significant growth. The trends certainly are in place, as the

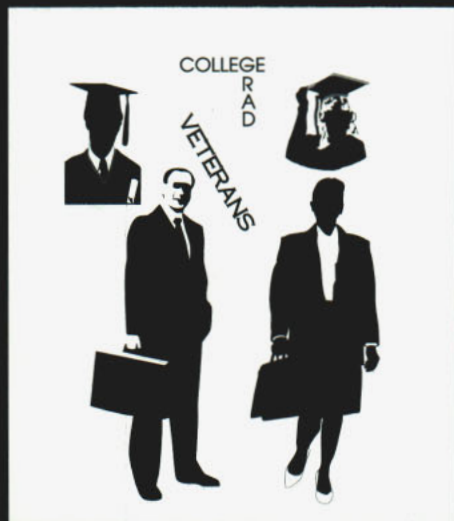


number of women in the work force climbed to almost 50 million last year from 38 million in 1980, the Labor Department reports.

4. Educational services and products: Companies that tap new technologies and other



creative innovations to improve teaching methods



have to be repaired as it ages. This includes more than 25 million personal computers crowding offices, homes and schools.

3. Day care: This long-discussed business area seems

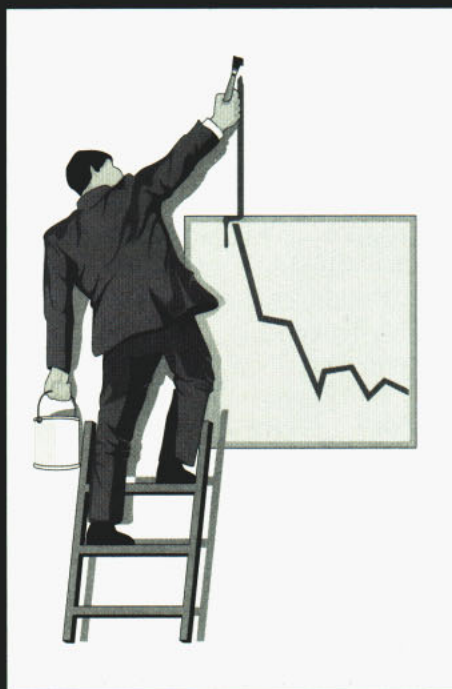
stand to reap handsome rewards.

5. Financial planning: For members of the military who



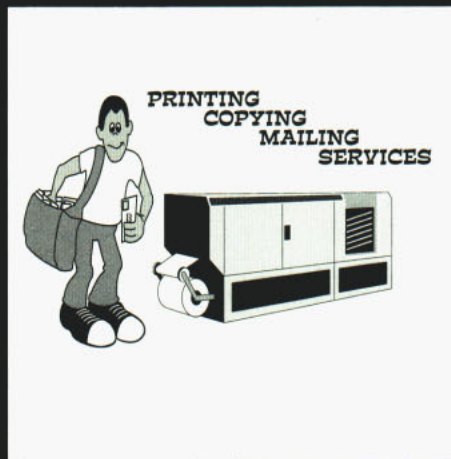
understand personal finance, there's a bulging market of nearly 78 million baby boomers who need your help. The "Boomer Report," a newsletter published in New York, found only 10 percent of 40-to-45-year-olds have made specific plans for retirement.

6. Home health care: Outpatient care is the fastest-grow-



ing small-business area, and some of America's fastest-growing companies are booming because of their ability to provide important hospital services at patients' homes.

7. Marketing and promotional services: In past recessions,



these firms were the first to suffer, but the business environment has changed. Companies that provide cost-effective marketing and public relations programs should be in big demand through the '90s.

8. Printing, copying and mailing services: The age of the paperless society is taking much longer to materialize than forecasters predicted. This category has experienced double-digit growth in recent years, ranking as the nation's third-fastest-growing small-business-dominated industry, according to the SBA.

9. Senior fitness and recreation: Demographics again play into the fortune of departing veterans. By 2000, the number

of Americans age 65 or older will have increased 17 percent, to 35 million, from 30 million currently, reports the Bureau of Labor Statistics. That growth will create great demand for improved physical fitness care for older people.

10. Environmental protection: Just look around to see tremendous need to clean up the environment. If you have chemical or environmental engineering experience, you can write your own ticket at many companies. Yet training in legal, management and community relations issues also is valued by environmental consulting, construction and waste-management concerns.

Besides the 10 industries listed, other potential growth fields include infrastructure modernization, crime prevention, energy efficiency and the privatization of government services.

You can use your imagination and creativity to identify at least a dozen more. Your resourcefulness is all that limits your ability to identify the high-growth companies of the '90s.

Gumpert is a writer in Needham, Mass. This article is reprinted by permission from the National Business Employment Weekly. © 1992, Dow Jones & Co. Inc. All rights reserved.

Dress for

Who would you hire?

So, you're getting out of the Navy. Whether you've put in your 20 or not, you are likely to seek another job.

You only get one chance to make a first impression, so make it a good one. Remember, first impressions are usually formed in the first six seconds. The way you're dressed, as well as your grooming standards, forms the basis for that first impression.

Wearing a uniform day after day tends to keep sailors from having extensive wardrobes. Dressing for success in your new career is something you may have to learn. Appropriate grooming standards are instilled in sailors and shouldn't be a major problem.

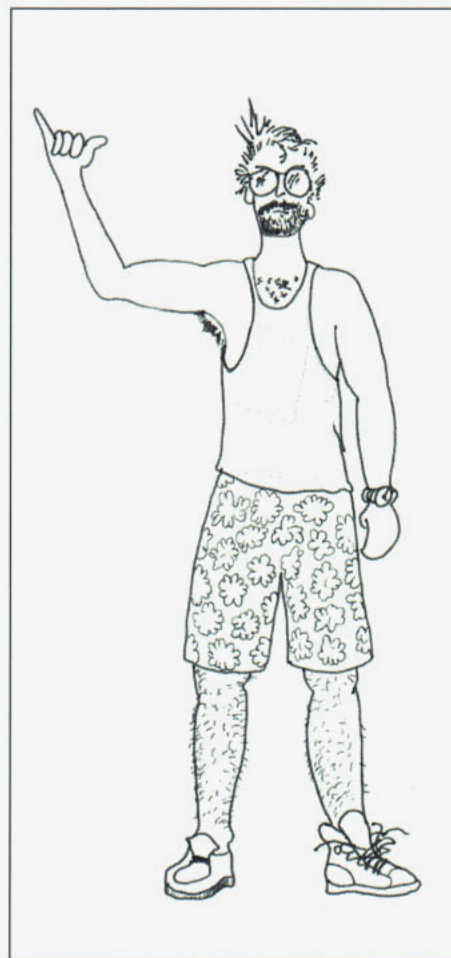
Professionalism is what you want to convey with the clothes you choose. You want to be considered for the job because of your skills, not because you wear trendy or inappropriate clothes that set you apart from everyone else.

Your new success begins long before you meet the personnel director. It starts with homework and preparation. Good luck! ■

*Information taken from the U.S. Department of Labor handbook Transition Assistance Program.
Art by LCDR Rob Raine.*

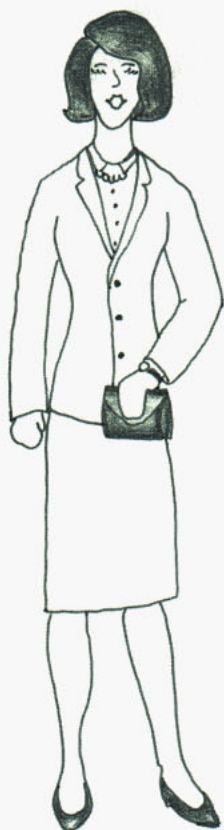


- Hair — styled.
- Mustache (optional) — trimmed and combed.
- White or light shirt — long sleeved.
- Suit or sport coat with coordinating tie.
- Shake hands firmly.
- Limit jewelry to a tasteful watch and ring (not on a pinky or ear).
- Briefcase — optional.
- Suit trousers or slacks — pressed.
- Leather shoes — polished. ■

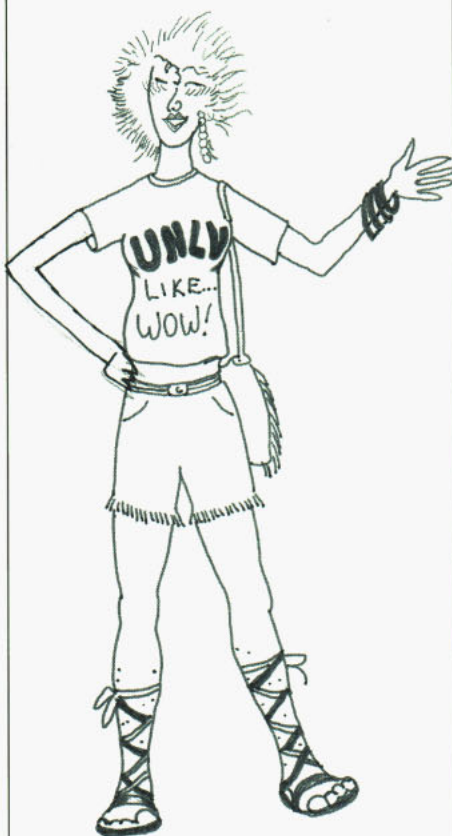


- Hair — Major bed head.
- Metallic-blue reflecto shades.
- Cool mustache.
- Flashy earring.
- Borrowed Don Johnson's razor.
- "Hang Loose, Dude" greeting.
- Muscle shirt — mustard stain (optional).
- Mondo Beach-Dude diver watch.
- Flowered cotton knickers.
- Socks ... NOT!
- Leather dockers or unlaced, high-top sneaker. ■

success



- Hair styled.
- Use a light touch on make-up.
- Tasteful jewelry and earrings.
- Blouse with collar or scarf.
- Suit or conservative dress.
- Ladies watch.
- Tasteful leather handbag.
- Skirt knee length.
- Hose.
- Medium-heel pumps. ■



- Bad hair day (courtesy of Chez Windblast).
- Like ... totally rad eyelashes.
- Make-up — slathered on with a trowel.
- UNLV T-shirt.
- Minimum six bracelets (from the discount table at Salvation Army Thrift, of course).
- Mom's groovy, old purse from Woodstock.
- Denim cut-offs (very short).
- Hose ... NOT!
- Radical Roman sandals. ■

"Ace" that interview

Do:

- Look as though you belong — visit the company and see how employees are dressed.
- A handshake is worth a thousand words — make it firm
- Maintain eye contact 80 percent of the time
- Lean forward slightly to show interest
- Sit erect, but not rigid
- Show attentive behavior
- Avoid irritating speech patterns (e.g. talking too fast, saying "you know")

Don't:

- Sit on the edge of the chair
- Sit with a tilt to one side
- Plop in the seat
- Recline or casually lie back
- Wiggle your foot or leg

Appearance reminders

- Look professional, confident and competent.
- Make sure your clothes are clean. If you can't afford dry cleaning, buy washable clothing.
- Keep your clothing mended and pressed.
- Take care of the little things. Shine your shoes, have your heels repaired. Don't overstuff briefcases or handbags and replace them when they look worn.
- Rotate your clothing to keep your wardrobe "exciting" — both to yourself and to your co-workers.
- Clothes you wear to the office should be more conservative than your leisure wear.
- Each time you add to your business wardrobe, ask yourself if the garment is right for you and for your office.

Pass the popcorn!



Story and photos by JO1 Steve Orr

Sailors love the movies. But if you asked them what they would put into a dream theater, the answers may surprise you. Ten screens, first-run movies, reasonable prices, a video arcade that is the envy of any game-room operator and a full-service concession area plus two satellite snack bars. By the way — it has to be easy to get to from base.

Sailors in the Norfolk area got their wish two years ago when Main Gate Movies opened, heralding a first for military bases — a private-sector movie theater built on a military installation.

Main Gate Movies is right outside the main gate of Naval Station Nor-

folk, part of the sprawling Navy Exchange and commissary complex. But, according to J. Wayne Anderson, president of operations for R/C Theaters, the proximity and military discounts aren't the only benefits offered.

"Besides having a nearby theater, the Navy also receives income from it," he said. "That income, in turn, is given to non-appropriated funds, which provides recreation and entertainment for troops around the world."

Business has been good, according to Billy Kinder, the theater's manager who is a retired sailor himself. "Between 92 and 96 percent of the theater's business is active-duty military," he said. "Our primary cus-

tomers are the sailor who lives on the ship or in the barracks."

"This theater is a good idea," said Sonar Technician (Surface) 2nd Class Peter Lee. "There are a lot of sailors who don't have cars or who are new to the area. They don't have to cross town in a cab or a bus just to go to a movie."

That's exactly what planners had in mind when building Main Gate Movies. "We wanted to give the service people a movie complex so they would never have to leave the base area," Anderson concluded, "but we also wanted to give the best entertainment possible for the least amount of money." □

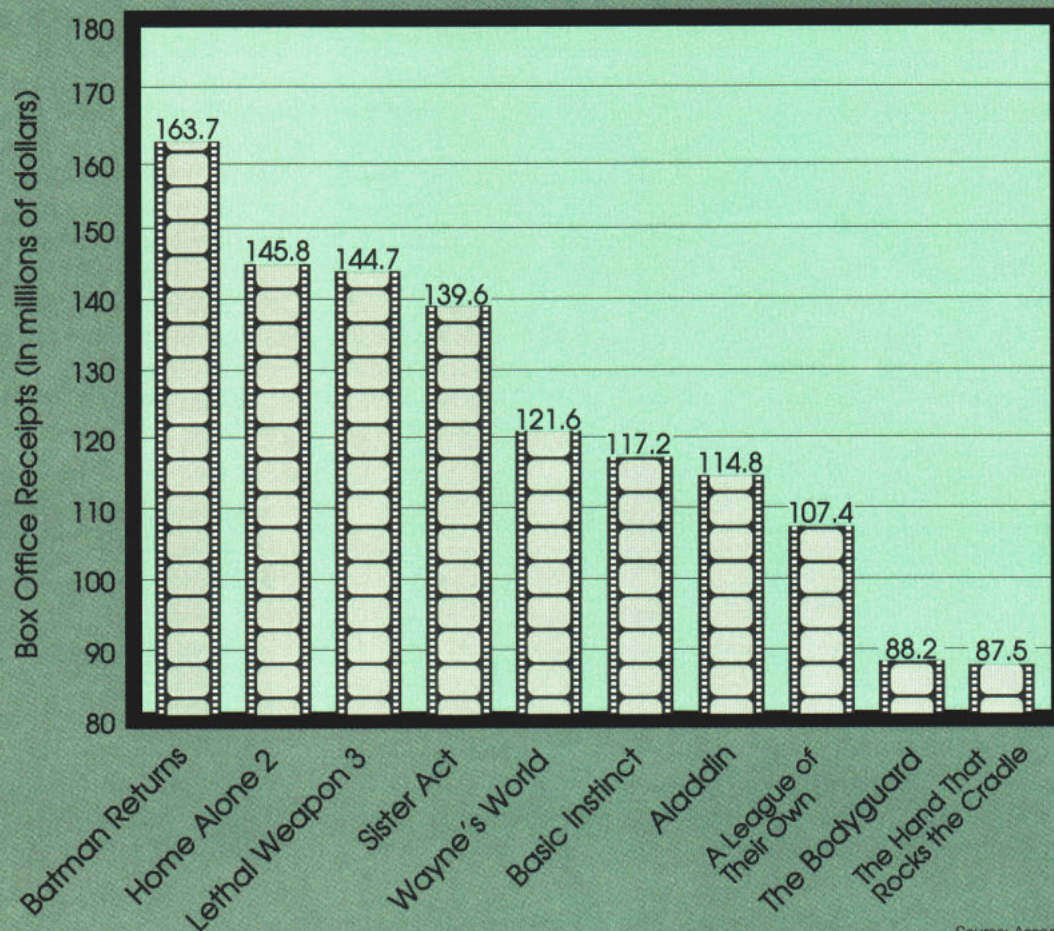
Orr is assigned to NIRA Det. 4, Norfolk.



A night spent at the movies at Naval Station Norfolk now means the opportunity to see first run movies, eat good food and take a shot at a number of video games — all at a reasonable price.



TOP 10 GROSSING MOVIES OF 1992



Source: Associated Press Wire Service.

What a mess!

Combining his passion for cooking with his love for education, Chief Mess Management Specialist (SS) Jose "Kully" Crean

said the 30-year-old native of Brunswick, Ga. "I grew up in a large family where there was



MSC(SS) Joseph "Kully" Crean works closely with his fellow classmates to move his salmon mousse to its presentation platter.

has earned the respect and admiration of his civilian and military counterparts.

Crean, who manages the flag mess for Commander, Submarine Force, U.S. Atlantic Fleet, recently completed his culinary curriculum at Johnson & Wales University in Norfolk, and has joined the elite ranks of those who not only love to eat, but love to cook.

Surpassing Johnson & Wales' highest standards, Crean was selected as the Young Culinarian of the Year for his graduating class — a coveted honor shared only by those who show extraordinary promise in the food service industry. Crean also received a \$250 scholarship to help defer some of the tuition.

"I've always loved to cook,"

always a need for more food. When it came to deciding whether to help with yard work or lend a hand in the kitchen, I chose the kitchen almost every time."

Crean has high hopes for his future as a chef. Having completed his culinary debut, he has now set his sights on becoming a Certified Working Chef, the second stage in the long path to becoming a master chef.

"In the United States, there are only about 65 or 70 who have attained this distinction," said Crean. "I know it's a long way off, but if there's one thing I've learned in the Navy, it's that you can achieve any goal as long as you stick with it and take it one step at a time." ■

Story and photo by JOC(SW) Gregg L. Snaza, who is temporarily assigned to Commander, Submarine Force U.S. Atlantic Fleet, Norfolk.

Brothers pull man from burning car

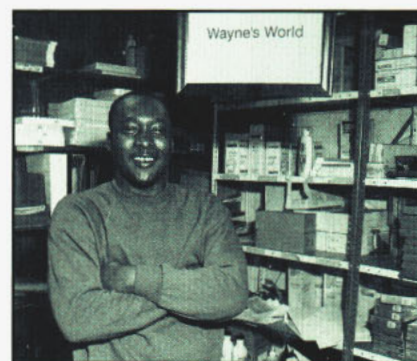
Every once in a great while, something happens that really is "news" — something heroic and noble. Such an event occurred last February — a night that will forever mark the lives of two strangers.

Wayne Mahoney, the supply room manager at Naval Bureau of Medicine and Surgery in Washington, D.C., and his brother were enjoying a quiet evening at home when they heard a crash. "We jumped up and ran outside, and there was a car on fire," Wayne recounted. "We could see a man in the car."

With little regard for his own life, Wayne ran to the burning vehicle to save 24-year-old Christopher Womack. "I knew the car could explode any minute," he said.

Womack's broken legs were lodged under the dashboard. Wayne and his brother managed to pry Womack out and drag him to safety. By the time they turned to look at the car again, it was engulfed in flames.

The Mahoneys received citations for heroism, but Wayne sees the rescue differently. "I view it as God looking down on us," he said. "God made it all possible by working through us to save Chris." ■



Story by Susan Straight, with the BuMed Public Affairs Office, Washington, D.C. Photo by JO2 Brett Bryan, a photojournalist for All Hands.



Scrapped aircraft, like this old F-4, can aid commercial and sport fishing by being used to build reefs.

Old bird helps feed the fishes

Personnel at Naval Aviation Depot (NaDep) Cherry Point, N.C., have come up with some innovative ways to enhance the region's natural resources, and Bob Turbeville is no exception. Turbeville, who works in the Production Facilities Planning and Control Branch, recently came up with an idea to provide scrapped aircraft for the state's artificial reef program.

The idea began after Turbeville received a request to help cut up scrap aircraft. "It was going to cost more to cut up the aircraft for disposal than we were going to gain from the sale of scrap metal," he said.

The production controller said he started thinking about sunken ships and questioned if sunken airplanes could be used in the same way — as a habitat for fish. After contacting the state's Marine Fisheries division, Turbeville found he was on the right track — studies indicate aluminum makes an ideal reef for fish.

After months of correspondence and planning, NaDep employees bid farewell to the first in a series of scrapped aircraft to be provided to the state — an F-4. "Disposing of the aircraft in this manner saves us money and creates a habitat for the fish as well," said Turbeville. ■

Story and photo by NaDep Public Affairs Office, Cherry Point, N.C.

Succeeding in "The Hole"

Working down in USS *Kitty Hawk's* (CV 63) "hole" is no picnic — just ask any of the 800-plus engineers who drive "the Heart of the Hawk." At three decks below sea level in *Hawk's* No. 3 Main Machinery Room (3MMR), the days are long and the mercury rarely drops below the 90-degree mark.

success to maturity and the people with whom he works.

"It's hard work, and these guys deserve every ounce of recognition that they receive," said Huffman. "We've got a great crew down there — all the engineers on board have really 'busted their humps' and really done the job."

And it's because of that resilient,



Work in "the hole" is hot and dangerous. MMC(SW) Lawrence R. Huffman makes sure his sailors know how to keep their cool and do their jobs right.

The mettle of any man who can take the heat, hours and stress in 3MMR and succeed there runs true and deep. Chief Machinist's Mate (SW) Lawrence R. Huffman, 3MMR's leading chief petty officer, is one such man. Huffman, who recently reenlisted on board *Kitty Hawk* for his final tour, has served 16 years in the machinery spaces of six different Navy ships working in what he considers "the best rate in the Navy." Rejoining the Navy in 1980 as an E-3, Huffman rose through the ranks very quickly in his new field. The chief attributes his

"tougher-than-steel" work ethic that the ship's engineers return to the hole, day after day, in the heat and the noise, to keep *Kitty Hawk* running. And it's because of them that Huffman devotes his skills to keep Navy ships steaming smoothly around the world. ■

Story by JO2 W. Scott Permer, photo by PH3 James E. Gallagher; both are assigned to USS *Kitty Hawk* (CV 63).

On target

I'm sending this letter in reference to a letter from Mr. George F. Hoffman, of Kitty Hawk, N.C. [Jan. '93]. As I'm sure you recall, Mr. Hoffman was the animal rights activist who criticized your magazine for its illustrated article concerning Mexican bullfights. He called this sport, and I quote, "repulsive, decadent and nauseating." I'm sure Mr. Hoffman's intentions were quite noble, however, I believe a bit overstated.

Having lived for a brief period in Texas, not far from the border town of Piedras Negras, I have had the opportunity to witness this great cultural event. Instead of looking at the bullfight as "barbaric, sadistic, or perverted," it should be viewed as it is — a rich, historic tradition, which dates back to the glory of the Roman Empire.

—Robert E.L. Walters
San Juan, Puerto Rico

Over the hull

I am referencing your article on Page 46 of the April 93 issue of *All Hands* magazine. You refer to USS Peterson's hull number as DDG 989. The correct hull number is DD 969. USS Deyo is DD 989.

—CTO1(SW) James M. Jones
Naval Security Station, Washington, D.C.

- *Sorry, you're right.* — ed.

Split decision

I'm writing in regard to the "Buffalo Soldiers" article and the first place color feature selection in the February edition of *All Hands*.

The story of the buffalo soldiers and the hardships they endured has long been neglected. These men richly deserved the recognition of having their story told. Many black units, large and small, await their place in the public eye. Bravo Zulu!

All photo winners are to be applauded, however, I believe you show another winner. The "VertRep Tragedy" photograph vividly sums up the perils of naval aviation, and has been grossly misjudged.

I cannot help but wonder about the fate of the H-46 aircrew [portrayed in

"VertRep Tragedy"]. Did they survive? Did the flight deck crew suffer any casualties (notice the absence of main rotor blades)? One can envision the clamor of fire parties manning up, hurried conversations between ship COs and the chaplain praying for every shipmate involved in this honorable mention winning photograph.

Twenty-five years in naval aviation has convinced me that every successfully completed flight quarters deserves First Place.

—CWO3 Clifton L. Craighead
HS 15, FPO Miami

- *The "VertRep Tragedy" photo was taken on Aug. 21, 1992, while the CH-46 was landing on USS Suribachi (AE 21). Three crew members exited and walked aboard Suribachi as another crew member unhooked and dropped into the water. He was rescued by a helo from USS Dwight D. Eisenhower (CVN 69). Minor injuries were sustained, and no deck casualties occurred.* —ed.

Practice what you preach

I enjoyed the April issue of *All Hands* which featured several articles on the environment. One question comes to mind. Is *All Hands* printed on recycled paper or is the magazine merely paying lip service to the idea?

—ET1 James Zumbro
NavSubBase New London, Conn.

- *While the Government Printing Office contract we have permits All Hands to be printed on recycled paper stock that meets our quality standards, it doesn't require it. Because the contract is awarded to the lowest bidder, and recycled paper is considerably more expensive, the magazine isn't printed on recycled paper. We're looking into it.*

However, we do take other measures. Only one copy of *All Hands* is printed for every six sailors, so, in its own way, it is recycled. In addition, our parent command, Navy Internal Relations Activity, recycles all newspapers (we get a copy of every base paper in the Navy), white paper, cardboard, cans, bottles and more.

— ed.

Acting Secretary of the Navy
Chief of Naval Operations

ADM Frank B. Kelso II

Chief of Information

RADM Kendell Pease

CO Navy Internal Relations Activity

CAPT Jolene Keefer

XO Navy Internal Relations Activity

LCDR Pamela A. Moulder

Director, Print Media Division

ENS Barbara Burfeind

All Hands Editor

Marie G. Johnston

All Hands Assistant Editor

JCS Robert C. Rucker

All Hands Staff

JO1 Sherri E. Bashore

JO2(AW) Laurie Beers

JO2 Brett Bryan

JO2(SW) Jim Conner

PH1(AW) Joseph Dorey

JO3 Angela L. Jenkins

JO1 Steve Orr

Patricia Swift

JO2 Paul Taylor

Production Director

Michael David Tuffli

Production Associates

William E. Beamon

DM1 Steven J. Eversole

Leroy E. Jewell

DM2 Keith Wilson

NIRA Staff

Distribution: Garland Powell; Plans and Policy: J.D. Leipold; Budget: Betty Williams; ADP: Joe Bartlett; Editorial: Jan Kemp, Catherine Bird; Administration: SK1 Jeff Bryan, Sandra Gray and YNSA Ned Prusila.

All Hands (USPS 372-970; ISSN 0002-5577) (Number 914) is published monthly by Navy Internal Relations Activity: Naval Station Anacostia, Bldg. 168, 2701 S. Capitol St., S.W., Washington, D.C. 20374-5077. Second-class postage paid at Washington, D.C. 20374, and additional mailing offices.

Subscriptions: Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Price: \$17, U.S. and FPO; \$21.25 foreign. Make checks/money orders payable to: "Superintendent of Documents, GPO."

Postmaster: Send address changes to *All Hands*, Naval Station Anacostia, Bldg. 168, 2701 S. Capitol St., S.W., Washington, D.C. 20374-5077.

Editorial Offices: Send submissions and correspondence to: NIRA, Print Media, Attn: Editor, Naval Station Anacostia, Bldg. 168, 2701 S. Capitol St., S.W., Washington, D.C. 20374-5077. Phone (202) 433-4171 (DSN 288-4171).

Message: NAVINRELACT WASHINGTON DC.

Authorization: The Secretary of the Navy has determined that this publication is necessary in the transaction of business required by law of the Department of the Navy. Funds for printing this publication have been approved by the Navy Publications and Printing Policy Committee.

ALL HANDS Photo Contest

The *All Hands* Photo Contest is open to all active-duty, Reserve and civilian Navy personnel in two categories: **Professional** and **Amateur**. The professional category includes Navy photographer's mates, journalists, officers and civilians working in photography or public affairs.

All entries must be Navy related and people oriented. Photos need not be taken in the calendar year of the contest.

Competition includes single-image feature picture and picture story (three or more photos on a single theme) in black-and-white print, and color print or color transparency. No glass-mounted transparencies or instant film (Polaroid) entries are allowed. Photo stories presented in color transparencies should be numbered in the order you wish to have them viewed and accompanied by a design layout board showing where and how you would position the photographs.

There is a limit of six entries per person. Each picture story is considered one entry regardless of the number of views.

Minimum size for each single-image feature picture is 5 inches by 7 inches.

All photographs must be mounted on black 11-inch by 14-inch mount board.

Picture stories must be mounted on three, black 11-inch by 14-inch mount boards taped together, excluding photo stories entered as transparencies.

Please use the entry form below and include the **Title** of the photograph and complete **Cutline** information on a separate piece of paper taped to the back of the photo or slide mount.

Certificates will be awarded to 1st, 2nd and 3rd place winners as well as Honorable Mention in each of the categories. Winning photographs will be featured in *All Hands* magazine.

Entries will not be returned to the photographer.

For more information about the *All Hands* Photo Contest, contact PH1(AW) Joseph Dorey at DSN 288-4209 or (202) 433-4209 or JOCS Robert Rucker at DSN 288-4182 or (202) 433-4182.

ALL ENTRIES MUST BE RECEIVED NO LATER THAN OCT. 1, 1993.

For each entry, please indicate in which category and group you are entering the photograph. Attach a completed copy of this form to your entry.

Single-image feature

- ☐ Black-and-white print
- ☐ Color print or transparencies

- ☐ Professional
- ☐ Amateur

Photo story

- ☐ Black-and-white
- ☐ Color print or transparencies

Name: _____
Rate/Rank: _____
Command: _____
Address: _____
Phone: _____
Title of Photo: _____

Send entries to:

All Hands magazine Photo Contest
Navy Internal Relations Activity
Naval Station Anacostia, Building 168
2701 South Capitol St., SW
Washington, D.C. 20374-5077



Bella Italia